



21 October 2025

Thirza White
Federal Vice President - SPSF Group
CPSU, the Community and Public Sector Union-SPSF Group, Tasmanian Branch
Sent via email: cpsu@tas.cpsu.com.au
CC: nick.carter@wlf.com.au

Dear Thirza White

**CPSU, the Community and Public Sector Union-SPSF Group, Tasmanian Branch
Financial Report for the year ended 30 June 2025 – (FR2025/149)**

I acknowledge receipt of supplementary information on 20 October 2025 addressing the issues raised in my letter dated 17 September 2025.

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

Reporting Requirements

The Commission 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 *Fair Work (Registered Organisations) Act 2009* (RO Act), the section 253 reporting guidelines and Australian Accounting Standards. Access to this information is available via [this link](#).

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

Yours sincerely

Fair Work Commission

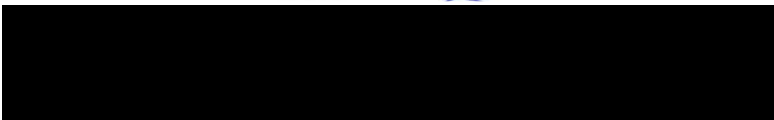
Certificate by Prescribed Designated Officer or other Authorised Officer¹

Section 268 of the Fair Work (Registered Organisations) Act 2009.

Certificate for the period ending 30 June 2025.

I, Thirza White being the Branch Secretary of the Community and Public Sector Union (SPSF Group, Tasmanian Branch) certify:

- that the documents lodged herewith are copies of the full report referred to in section 268 of the Fair Work (Registered Organisations) Act 2009; and
- that a Committee of Management meeting was held on 14 October 2025 to endorse the amendments to the financials.
- that members were advised on 17 October 2025 that the updated full report for 2024/2025 would be published on the reporting unit's web site, www.cpsu.com.au on 15 October 2025.



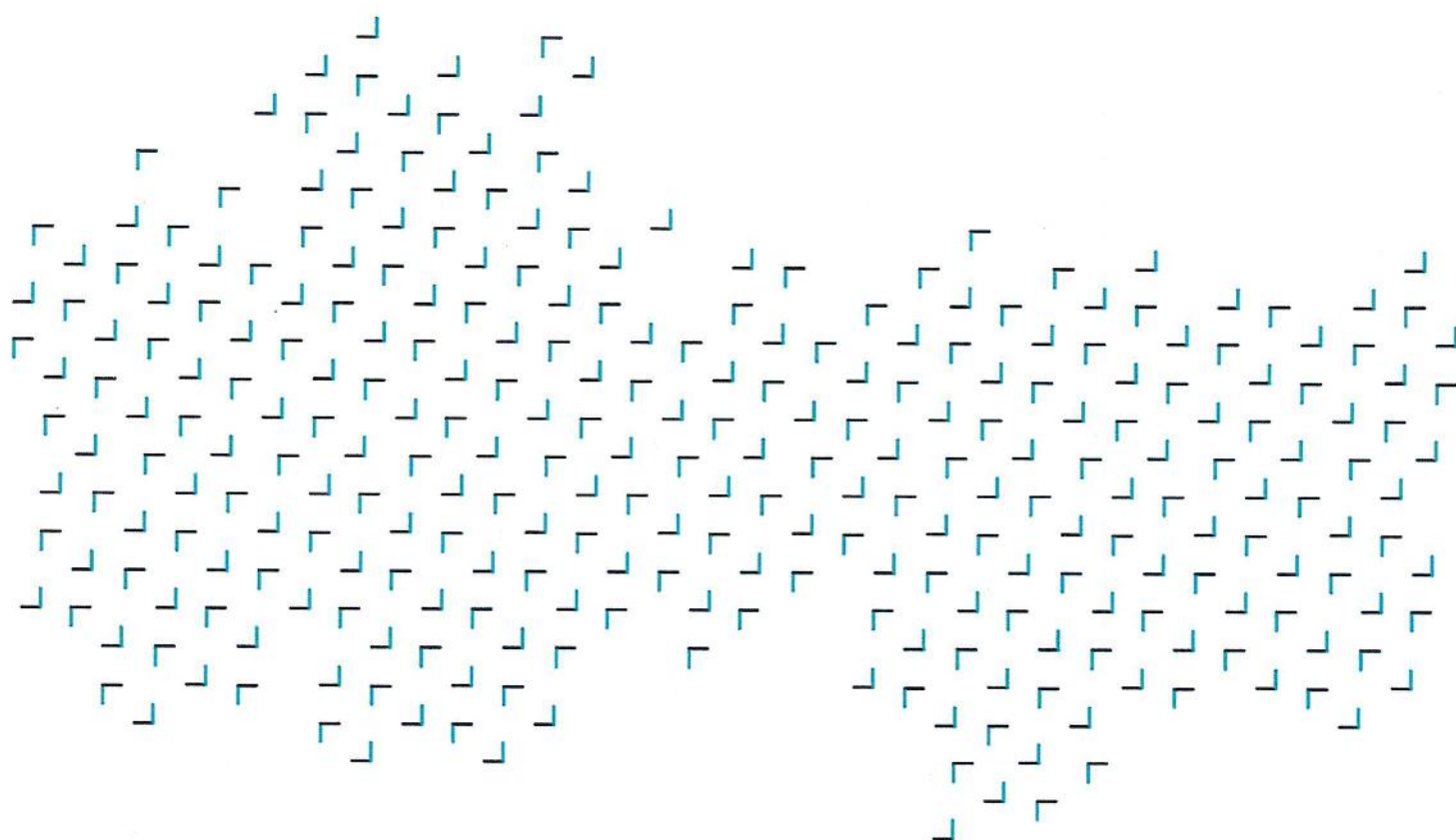
Thirza White
Branch Secretary
Community and Public Sector Union (SPSF Group, Tasmanian Branch)

Dated: 17/10/2025

CPSU (SPSF Group, Tasmanian Branch)

Financial Statements

30 June 2025



CPSU (SPSF Group, Tasmanian Branch)
STATEMENT OF COMPREHENSIVE INCOME
for the year ended 30 June 2025

	NOTE	2025 \$	2024 \$
INCOME			
Receipts from Other Unions/Controlled Entities			
CPSU (SPSFT) Inc			
Membership Subscription		61,426	57,132
Total Membership Fees		61,426	57,132
Grants		-	-
Donations		-	-
Total Grants or Donations		-	-
TOTAL INCOME		61,426	57,132
EXPENSES			
Employee Expenses		-	-
Capitation Fees			
CPSU Federal Group		37,617	33,120
Total Capitation		37,617	33,120
Affiliation			
ACTU		22,236	22,549
Total Affiliation		22,236	22,549
Administration Expenses			
Compulsary Levies			
ACTU Change the Rules Campaign - IR Levy		-	-
Fees/Allowances - Meeting and Conferences		-	-
Conference and Meeting Expenses		-	-
Total Administration Expenses		-	-
Grants:		-	-
Total expensed that were \$1,000 or less		-	-
Total expensed that exceeded \$1,000		-	-
Donations:			
Total expensed that were \$1,000 or less		-	-
Total expensed that exceeded \$1,000		-	-
Total grants or donations		-	-
Finance Costs			
Legal Costs	7	-	-
Audit Fees	6	1,573	1,463
Other Expenses			
Penalties - via RO Act or RO Regulations		-	-
TOTAL EXPENSES		61,426	57,132
PROFIT (LOSS) FOR THE YEAR		-	-
OTHER COMPREHENSIVE INCOME			
Items that will not be subsequently reclassified to profit and loss			
Gain on Revaluation of Land & Buildings		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		-	-

CPSU (SPSF Group, Tasmanian Branch)
STATEMENT OF FINANCIAL POSITION
as at 30 June 2025

	NOTE	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash at Bank	1C	66	66
Trade and Other Receivables		-	-
TOTAL CURRENT ASSETS		66	66
NON-CURRENT ASSETS			
TOTAL NON-CURRENT ASSETS		-	-
TOTAL ASSETS		66	66
Liabilities			
CURRENT LIABILITIES			
Trade Payables		-	-
Legal Costs		-	-
Leave Liabilities Employees		-	-
Leave Liabilities Office Holders		-	-
TOTAL CURRENT LIABILITIES		-	-
NON-CURRENT LIABILITIES			
Leave Liabilities Employees		-	-
Leave Liabilities Office Holders		-	-
TOTAL NON-CURRENT LIABILITIES		-	-
TOTAL LIABILITIES		-	-
NET ASSETS		66	66
EQUITY			
Retained Earnings	3	66	66
Reserves			
Amelioration Fund Reserve	3	-	-
TOTAL EQUITY		66	66

The accompanying notes form part of these financial statements.

CPSU (SPSF Group, Tasmanian Branch)
STATEMENT OF CHANGES IN EQUITY
for the year ended 30 June 2025

	NOTE	2025 \$	2024 \$
Retained Earnings			
Opening Balance 1 July		66	66
Profit for the year			
Closing Balance 30 June		<u>66</u>	<u>66</u>
 Amelioration Fund Reserve			
Opening Balance 1 July		-	-
Increase/Decrease		-	-
Closing Balance 30 June		<u>-</u>	<u>-</u>
 TOTAL EQUITY		<u>66</u>	<u>66</u>

The accompanying notes form part of these financial statements.

CPSU (SPSF Group, Tasmanian Branch)
STATEMENT OF CASH FLOWS
For the year ended 30 June 2025

	NOTE	2025 \$	2024 \$
Cash Flows from Operating Activities			
Receipts from Other Unions/Controlled Entities			
CPSU (SPSFT) Inc			
Membership Subscriptions		61,426	57,132
Payments to Other Unions/Controlled Entities			
ACTU - Affiliation Fees		(22,236)	(22,549)
ACTU - Change the Rules Campaign - IR Levy			
CPSU Federal Group		(37,617)	(33,120)
Payments to Suppliers			
Wise, Lord & Ferguson Chartered Accountants		(1,573)	(1,463)
Net Cash Flows from Operating Activities		<u>-</u>	<u>-</u>
Net Cash Flows from Investing Activities		<u>-</u>	<u>-</u>
Net Cash Flows from Financing Activities		<u>-</u>	<u>-</u>
Net Increase/(Decrease) in Cash Held		<u>-</u>	<u>-</u>
Balance at Beginning of Year		66	66
Balance at End of Year		<u>66</u>	<u>66</u>
Made up by:			
Cash at Bank		<u>66</u>	<u>66</u>

Result for Year is reconciled to cash surplus from operations as follows:

	2025 \$	2024 \$
Profit for the Year	-	-
Non-cash Statement of Comprehensive Income Items		
Depreciation	-	-
Changes in Non-cash Items:		
Prepayments	-	-
Inventory	-	-
Employee entitlements	-	-
Debtors	-	-
Creditors	-	-
Cash Surplus from Operations	<u>-</u>	<u>-</u>

The accompanying notes form part of these financial statements.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

1 Basis of Preparation

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Fair Work (Registered Organisation) Act 2009*. For the purpose of preparing the general purpose financial statements, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) is a not-for-profit entity.

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis, except for debt and equity financial assets (including derivative financial instruments) that have been measured at fair value either through other comprehensive income or profit or loss, certain classes of property, plant and equipment and investment properties, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

Accounting Policies

a) Revenue

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions.

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

Member Subscriptions

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of The Community & Public Sector Union (SPSF Group, Tasmanian Branch).

If there is only one distinct membership service promised in the arrangement, The Community & Public Sector Union (SPSF Group, Tasmanian Branch) recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect The Community & Public Sector Union (SPSF Group, Tasmanian Branch) promise to stand ready to provide assistance and support to the member as required.

If there is more than one distinct good or service promised in the membership subscription, The Community & Public Sector Union (SPSF Group, Tasmanian Branch) allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that The Community & Public Sector Union (SPSF Group, Tasmanian Branch) charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good (for example, books or clothing) or as the service transfers to the customer (for example, member services or training course), The Community & Public Sector Union (SPSF Group, Tasmanian Branch) recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

For member subscriptions paid annually in advance, The Community & Public Sector Union (SPSF Group, Tasmanian Branch) has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

When a member subsequently purchases additional goods or services from The Community & Public Sector Union (SPSF Group, Tasmanian Branch) at their standalone selling price, The Community & Public Sector Union (SPSF Group, Tasmanian Branch) accounts for those sales as a separate contract with a customer.

b) Expenditure

Capitation fees and levies paid are recognised on an accrual basis and recorded as an expense in the year to which

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

c) Cash and Cash Equivalents

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

d) Taxation

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) is exempt from income tax under section 50.1 of the Income Tax Assessment Act 1997, however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

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

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

e) Events after the Reporting Period

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of The Community & Public Sector Union (SPSF Group, Tasmanian Branch), the results of those operations, or the state of affairs of The Community & Public Sector Union (SPSF Group, Tasmanian Branch) in subsequent financial periods.

f) Comparative Amounts

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

f) Significant accounting judgements and estimates

Management do not consider any accounting assumptions or to have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

g) Changes in accounting policies

The accounting policies adopted are consistent with those of the previous financial year. Accounting Standards applicable from 1 July 2025 have no affect on the financial statements of the Union for the current or previous period.

h) New Accounting Standards for Application in Future Periods

Australian Accounting Standards 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 30 June 2025. The company has not yet assessed the impact of these new or amended Accounting Standards or Interpretations.

i) Financial Instruments

Financial assets and financial liabilities are recognised when Community & Public Sector Union (SPSF Group, Tasmanian Branch) becomes a party to the contractual provisions of the instrument.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

j) Financial Assets

Contract assets and receivables

A contract asset is recognised when Community & Public Sector Union's (SPSF Group, Tasmanian Branch) right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on Community & Public Sector Union's (SPSF Group, Tasmanian Branch) future performance or some other condition.

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

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

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (OCI), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Community & Public Sector Union (SPSF Group, Tasmanian Branch) business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (SPPI) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that Community & Public Sector Union (SPSF Group, Tasmanian Branch) commits to purchase or sell the asset.

For purposes of subsequent measurement, financial assets are classified in five categories:

- (Other) financial assets at amortised cost
- (Other) financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- (Other) financial assets at fair value through profit or loss
- (Other) financial assets designated at fair value through profit or loss

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

Financial assets at amortised cost

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

Financial assets at amortised cost are subsequently measured using the effective interest (**EIR**) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) financial assets at amortised cost includes trade receivables and loans to related parties.

Financial assets at fair value through other comprehensive income

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) measures debt instruments at fair value through OCI if both of the following conditions are met:

- The financial asset is held within a business model with the objective of both holding to collect contractual cash flows and selling and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

For debt instruments at fair value through OCI, interest income, foreign exchange revaluation and impairment losses or reversals are recognised in profit or loss and computed in the same manner as for financial assets measured at amortised cost.

The remaining fair value changes are recognised in OCI. Upon derecognition, the cumulative fair value change recognised in OCI is recycled to profit or loss.

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) debt instruments at fair value through OCI includes investments in quoted debt instruments included under other non-current financial assets.

Investments in equity instruments designated at fair value through other comprehensive income

Upon initial recognition, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) can elect to classify irrevocably its equity investments as equity instruments designated at fair value through OCI when they meet the definition of equity under AASB132 Financial Instruments: Presentation and are not held for trading. The classification is determined on an instrument-by-instrument basis.

Gains and losses on these financial assets are never recycled to profit or loss. Dividends are recognised as other income in profit or loss when the right of payment has been established, except when the Community & Public Sector Union (SPSF Group, Tasmanian Branch) benefits from such proceeds as a recovery of part of the cost of the financial asset, in which case, such gains are recorded in OCI. Equity instruments designated at fair value through OCI are not subject to impairment assessment.

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) elected to classify irrevocably its listed and non-listed equity investments under this category.

Financial assets at fair value through profit or loss

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

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The Community & Public Sector Union (SPSF Group, Tasmanian Branch) has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
 - a) the Community & Public Sector Union (SPSF Group, Tasmanian Branch) has transferred substantially all the risks and rewards of the asset, or
 - b) the Community & Public Sector Union (SPSF Group, Tasmanian Branch) has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Community & Public Sector Union (SPSF Group, Tasmanian Branch) has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the statement of financial position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

Impairment

Expected Credit Losses (ECL's)

(i) Debt instruments other than trade receivables

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) recognises an allowance for ECLs for all debt instruments not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that Community & Public Sector Union (SPSF Group, Tasmanian Branch) expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognised in two stages:

- Where there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses from possible default events within the next 12-months (a 12-month ECL).
- For credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) considers a financial asset in default when contractual payments are 90[1] days past due. However, in certain cases, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) may also consider a financial asset to be in default when internal or external information indicates that the Community & Public Sector Union (SPSF Group, Tasmanian Branch) is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

(ii) Trade receivables

For trade receivables that do not have a significant financing component, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) applies a simplified approach in calculating ECLs. Therefore, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The [reporting unit] has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

k) Financial liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, at amortised cost unless or at fair value through profit or loss. All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Community & Public Sector Union (SPSF Group, Tasmanian Branch)'s financial liabilities include trade and other payables.

Subsequent measurement

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

Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss.

Gains or losses on liabilities held for trading are recognised in profit or loss.

Financial liabilities designated upon initial recognition at fair value through profit or loss are designated at the initial date of recognition, and only if the criteria in AASB 9 are satisfied.

Financial liabilities at amortised cost

After initial recognition, trade payables and interest-bearing loans and borrowings are subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in profit or loss.

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

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.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

(l) Land, buildings, plant and equipment

Asset Recognition Threshold

Purchases of land, buildings, plant and equipment are recognised initially at cost in the statement of financial position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Land and Buildings

Following initial recognition at cost, land and buildings are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

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

	2025	2024
Land & buildings	20 years	20 years
Plant and equipment	3 to 4.5 years	3 to 4.5 years

Derecognition

An item of land, buildings, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in the profit and loss.

(m) Investment property

Investment properties are properties held to earn rentals and/or for capital appreciation (including property under construction for such purposes). Investment properties are measured initially at its cost, including transaction costs. Subsequent to initial recognition, investment properties are measured at fair value. Gains and losses arising from changes in the fair value of investment properties are included in profit and loss in the period in which they arise.

An investment property is derecognised upon disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the period in which the property is derecognised.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

(n) **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 Community & Public Sector Union (SPSF Group, Tasmanian Branch) intangible assets are:

	2025	2024
Intangibles	20 years	20 years

Intangible assets with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses.

Intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for

Derecognition

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.

(o) **Impairment of non-financial assets**

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

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the The Community & Public Sector Union (SPSF Group, Tasmanian Branch) were deprived of the asset, its recoverable amount is its fair value.

In other cases, for the purposes of determining recoverable amount, assets are grouped at the lowest levels for which there are separately identifiable cash flows which are largely independent of the cash inflows from other assets or groups of assets (cash generating units). Non-financial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

(p) **Non-current assets held for sale**

Non-current assets are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable, and the non-current asset is available for immediate sale in its present condition. Management must be committed to the sale, which should be expected to qualify for recognition as a completed sale within one year from the date of classification.

Non-current assets classified as held for sale are measured at the lower of their previous carrying amount and fair value less costs of disposal.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

(q) **Fair value measurement**

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) 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. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 16A *Financial assets and liabilities*.

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

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

The principal or the most advantageous market must be accessible by the Community & Public Sector Union (SPSF Group, Tasmanian Branch). 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 Community & Public Sector Union (SPSF Group, Tasmanian Branch) 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 Community & Public Sector Union (SPSF Group, Tasmanian Branch) 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 Community & Public Sector Union (SPSF Group, Tasmanian Branch) 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.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

(r) **Going concern**

Community & Public Sector Union (SPSF Group, Tasmanian Branch) is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

Community & Public Sector Union (SPSF Group, Tasmanian Branch) and Community & Public Sector Union (SPSF) Inc. represent the same Members, employ all the same employees and have the same Elected Officials and Committee of Management Members. All expenses, wage expenses and related on costs are borne by Community & Public Sector Union (SPSF) Inc.

2 Section 272 Fair Work (Registered Organisations) Act 2009

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

- (1) A member of a reporting unit, or the General Manager of the Fair Work Commission, 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).

3 Movements in Reserves

	2025 \$	2024 \$	Movement \$
Amelioration Fund Reserve	-	-	-
Retained Earnings	66	66	-
Reserve Balances	66	66	-

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

4 Revenue and income

During the 2024 financial year, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) did not receive any revenue from grants or donations. The Union has not received financial support from any other reporting units.

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.

	2025	2024
	\$	\$
Type of Customer		
Members	61,426	57,132
Other reporting units		
Government	-	-
Other parties	-	-
Total revenue from contracts with customers	61,426	57,132

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:

	2025	2024
	\$	\$
Income funding sources		
Members	-	-
Government	-	-
Other parties	-	-
Total income for furthering activities	-	-

5 Membership

Union membership at 30 June 2025 was 2,968 members (2024: 2,874).

6 Remuneration of Auditors

	2025	2024
	\$	\$
Value of the services provided		
Financial statement audit services	1,573	1,463
Other services	-	-
Total remuneration of auditors	1,573	1,463

7 Legal Costs

There has been no legal fees paid for the 2025 financial year.

8 Capitation Fees

There have been no capitation fees received during the 2025 financial year.

9 Compulsary Levies

There have been no compulsory levies raised during the 2025 financial year.

10 Recovery of Wages Activity

There has been no recovery of wages activity for the financial year.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

11 Committee of Management

Tania Shilcock (President), Grant Ransley (Vice President), Emil Kavic (Vice President) - resigned 27/6/25 Frances Hall (Treasurer), Mark Rippon (Executive Councillor), Allen Stennings (Executive Councillor), Jodie Elmer (Executive Councillor), Thirza White (Branch Secretary) Natalie Jones (Assistant Branch Secretary)

CPSU (SPSF Group, Tasmanian Branch) and CPSU (SPSF) Inc. represent the same Members, employ all the same employees and have the same Elected Officials and Committee of Management Members. All expenses, wage expenses and related on costs are borne by CPSU (SPSF) Inc.

There has been no other related party transactions within the reporting period 2024-2025.

12 Financial Risk Management

Management is responsible for the monitoring and managing the Branch's risk management. This includes monitoring credit risk, liquidity risk and market risk. The Branch's exposure to these risks is minimal.

13 Fair Value Measurement - Financial assets and liabilities

Management of the reporting Branch assessed that cash approximates its fair value largely due to the short term maturities of these instruments.

The fair value of financial assets and liabilities is included at the amount which the instrument could be exchanged in a current transaction between willing parties.

The following table contains the carrying amounts and related fair values for Community & Public Sector Union (SPSF Group, Tasmanian Branch)'s financial assets and liabilities:

	Carrying amount 2025 \$	Fair value 2025 \$	Carrying amount 2024 \$	Fair value 2024 \$
Financial Assets				
Cash at Bank	66	66	66	66
Total	<u>66</u>	<u>66</u>	<u>66</u>	<u>66</u>

14 Consideration for Employers for Payroll Deductions

There were no fees incurred as consideration for employers making payroll deductions for membership subscriptions.

There are no payables to employers for making payroll deductions of membership subscriptions.

15 Former Related Party Payments

No payments were made to former related parties during the 2025 financial year.

COMMITTEE OF MANAGEMENT STATEMENT

The Committee of Management Statement has been made in accordance with a resolution passed by the Committee on 14 October 2025

On 14 October 2025 the Committee of Management of the Community and Public Sector Union (SPSF Group, Tasmanian Branch) passed the following resolution in relation to the General Purpose Financial Report (GPFR) of the reporting unit for the financial year ended 30 June 2025:

The Committee of Management declares in relation to the GPFR that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the, any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of the 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 the branch concerned; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the (RO)Act; and
 - (iv) as the organisation consists of 2 or more reporting units, the financial records of the reporting units have been kept, as far as practicable, in a consistent manner to 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 General Manager of the Fair Work Commission duly made under section 272 of the RO Act, has been provided to the member or General Manager of the Fair Work Commission; and
 - (vi) where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance

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

Signature:



Thirza White
Branch Secretary
Community and Public Sector Union (SPSF Group, Tasmanian Branch)

Date: 14 October 2025

INDEPENDENT AUDITOR'S REPORT

Members of the Community and Public Sector Union (SPSF Group, Tasmanian Branch)

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of Community and Public Sector Union (SPSF Group, Tasmanian Branch), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended as at 30 June 2025, and notes to the financial statements, including a summary of significant accounting policies, and the Committee of Management statement, the subsection 255(2A) report and the officer declaration statement.

In my opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Community and Public Sector Union (SPSF Group, Tasmanian Branch) as at 30 June 2025, and its financial performance and cash flows for the year ended on that date in accordance with:

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

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

Basis for Opinion

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

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

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

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

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

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

Responsibilities of the Committee of Management for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

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

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

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.
- Conclude on the appropriateness of the Committee of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Reporting Unit's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the Reporting Unit audit. I remain solely responsible for my audit opinion.

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

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

Wise Lord & Ferguson

WISE LORD & FERGUSON

NICK CARTER

Partner

Member Chartered Accountants Australia & New Zealand CAANZ

Registered Company Auditor: 450133

Registration number (as registered by the Commissioner under the RO Act): AA2017/125

Holder of Public Practice Certificate

1/160 Collins Street

HOBART TAS 7000

Date: 14/10/2025

Auditor's Independence Declaration to the Committee of Management of Community and Public Sector Union (SPSF Group, Tasmanian Branch)

In relation to our audit of the financial report of the Community and Public Sector Union (SPSF Group, Tasmanian Branch) for the financial year ended 30 June 2025, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements as set out in the Fair Work (Registered Organisations) Act 2009; and any applicable code of professional conduct.

Wise Lord & Ferguson

WISE LORD & FERGUSON



NICK CARTER

Partner

Date: *31/7/2025*

COMMUNITY AND PUBLIC SECTOR UNION (SPSF GROUP, TASMANIAN BRANCH)

LIST OF COMMITTEE MEMBERS IN REPORTING PERIOD 2025 FINANCIAL YEAR

President	Tania Shilcock	PO BOX 386, Geeveston, Tas 7116
Vice President	Grant Ransley	38 Woodhurst Road, Seven Mile Beach, Tas 7170
Vice President <i>(resigned 27/06/2025)</i>	Emil Kavic	34 Maple Avenue, Moonah, Tas 7009
Treasurer	Frances Hall	882 Cambridge Road, Cambridge, Tas 7170
Secretary	Thirza White	401 Huon Road, South Hobart, Tas 7004
Assistant Secretary <i>(resigned 27/09/2024)</i>	Tom Lynch	179 Carlton Beach Road, Carlton, Tas 7173
Assistant Secretary	Natalie Jones	PO BOX 196, South Hobart, Tas 7004
Executive Councillor <i>(didn't stand for re-election 29 April 2025)</i>	Tom Courto	2 Aquila Street, Glenorchy, Tas 7010
Executive Councillor	Allen Stennings	8 Terry Street, Carlton, Tas 7173
Executive Councillor	Jodie Elmer	151 Notley Gorge Road, Bridgenorth, Tas 7277
Executive Councillor	Mark Rippon	Unit6/9 Sackville Street, Hobart, Tas 7000
Councillor <i>(resigned 6/01/2025)</i>	Stewart Huxtable	58 Meadow Road, Judbury, Tas 7109
Councillor <i>(didn't stand for re-election 29 April 2025)</i>	Leah Woolford	PO Box 48, Blackmans Bay, Tas 7052
Councillor	Christopher Archer	15 Service Street, Glebe, Tas 7000
Councillor	Natalie Barkoczy	76 Bligh Street, Warrane, Tas 7018
Councillor	Amanda Smith	PO Box 195, Prospect, Tas 7250
Councillor	Natalie Bown	136b Cascade Road, South Hobart, Tas, 7004
Councillor	Damian Hingston	22 Westland Drive, Ulverstone, Tas 7315
Councillor	Natalie Luttrell	6 Penima Road, Ridgley, Tas 7321
Councillor	Christopher Beis	67 Weston Hill Road, Sorell, Tas 7172
Councillor	Tanya Targett	44 Mt Stuart Drive, Newnham, Tas 7248
Councillor	Casey Perkins	10 Burton Street, Hillwood, Tas 7253
Councillor	Nikki Manley	311 Gwandalan Road, Sloping Main, Tas 7186
Councillor	Matthew Broadfield	21 Eastland Drive, Ulverstone, Tas 7315
Councillor	Peta Lancaster	88 Blair Street, New Norfolk, Tas 7140

To the best of our knowledge and belief, the above-named persons comprised the Committee Members of Community and Public Sector Union (SPSF Group, Tasmanian Branch) as at 30 June 2025.

WISE LORD & FERGUSON



Nick Carter
Partner

Date: 31 July 2025

TO WHOM IT MAY CONCERN

Community and Public Sector Union (SPSF Group, Tasmanian Branch)

I am the Auditor of the above-mentioned organisation and certify that the Community and Public Sector Union (SPSF Group, Tasmanian Branch) had 2,968 financial members as at 30 June 2025 based on membership records at that date.

Yours faithfully

WISE LORD & FERGUSON



Nick Carter
Partner

Dated: 31 July 2025

**THE COMMUNITY AND PUBLIC SECTOR UNION
(SPSF GROUP, TASMANIAN BRANCH)
OPERATING REPORT YEAR ENDED 30 JUNE 2025**

I, Cornelia Thirza White, being the Branch Secretary of the CPSU (SPSF Group, Tasmanian Branch) report operations for the year ended 30 June 2025 as follows:

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

1. Representing individual members in grievance disputes with employers. The Membership Advice and Support team along with CPSU Direct supported hundreds of members through the provision of advice, information, and representation in regard to their rights and resolving grievance or disputes with their employer.
2. Representing groups of members at many workplaces regarding workplace issues including change management. Our team of organisers operate across the State to ensure every workplace with members has the support needed.
3. Negotiating Collective Bargaining Agreements that have resulted in increased wages and conditions for members covered by those Agreements.
4. Negotiating Industrial Agreements at a number of worksites resulting in the settlement of disputes or improved flexible working arrangements.
5. Representing members in the Tasmanian Industrial Commission in unfair dismissal cases resulting in a fair outcome for members.
6. Conducting monthly committee and finance meetings to initiate, monitor and evaluate operational and finance activities.
7. Providing Union Delegates and Worksite Committee members with training and education to enable them to better represent members in the workplace.

Significant changes in financial affairs

No significant change in the nature of these activities occurred during the year.

There were no significant changes to the financial affairs during the year.

Rights of Members to resign

A Member of the Union may resign from membership by written notice addressed and delivered to the General Secretary giving notice in accordance with the Chapter C – SPSFT Group Rules, Rule 58.

Officers or members who are superannuation fund trustee(s) (include position details) or director of a company that is a superannuation fund trustee where being a member or officer of a registered organisation is a criterion for them holding such position

None

Number of Members

2968 Financial Members

Number of employees: 13 employees

Committee of Management List of Office Holders:

Position	Officer	Address	Period Held
President	Tania Shilcock	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	29.04.25 to 30.06.25
Vice President	Grant Ransley	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	29.04.25 to 30.06.25
Vice President	Casual Vacancy	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	
Treasurer	Frances Hall	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.24 to 30.06.25
Executive Councillor	Jodie Elmer	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.24 to 30.06.25
Executive Councillor	Mark Rippon	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	28.11.24 to 30.06.25
Executive Councillor	Allen Stennings	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	29.04.25 to 30.06.25
Branch Secretary	Cornelia Thirza White	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.24 to 30.06.25
Assistant Branch Secretary	Natalie Jones	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	27.09.24 to 30.06.25

Disclosure of material personal interests received since 1 July 2024:

Officer	1.Organisation	2.Principle Activities	3. Holds Position through Office
Nil to Disclose			

Signed in accordance with a resolution of the Committee of Management



Date: 31 July 2025

Cornelia Thirza White

Branch Secretary

Community and Public Sector Union SPSF Group, Tasmanian Branch).

**THE COMMUNITY AND PUBLIC SECTOR UNION
(SPSF GROUP, TASMANIAN BRANCH)
OFFICER DECLARATION STATEMENT**

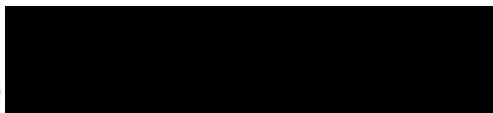
I, Thirza White, being the Branch Secretary of The Community and Public Sector Union (SPSF Group, Tasmanian Branch), declare that the following activities did not occur during the reporting period ending 30 June 2025.

The reporting unit did not:

- agree to provide financial support to another reporting unit to ensure they continue as a going concern
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- receive any other revenue from another reporting unit
- pay compulsory levies
- have a receivable with another reporting unit
- have a payable with another reporting unit
- have a payable to employer as consideration for that employer making payroll deductions of membership subscriptions
- have a payable in respect of legal costs relating to litigation
- have a payable in respect of legal costs relating to other legal matters
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- have another entity administer the financial affairs of the reporting unit
- Item 13(f) (i) – pay wages and salaries to holders of office
- Item 13(f) (ii) – pay superannuation to holders of office
- Item 13(f) (iii) – pay leave and other entitlements to holders of office
- Item 13(f) (iv) – pay separation and redundancy to holders of office
- Item 13(f) (v) – pay other employee expense to holders of offices
- Item 13(g) (i) – pay wages and salaries to employees (other than holders of offices)
- Item 13(g) (ii) – pay superannuation to employees (other than holders of offices)
- Item 13(g) (iii) – pay leave and other entitlements (other than holders of offices)
- Item 13(g) (iv) – pay separation and redundancy to employees (other than holders of offices)
- Item 13(g) (v) – pay other employee expenses to employees (other than holders of offices)
- Item 15(c)(i) – have a provision in respect of annual leave for holders of offices
- Item 15(c)(ii) – have a provision in respect of long service leave for holders of offices
- Item 15(c)(iii) – have a provision in respect of separation and redundancy for holders of offices
- Item 15(c)(iv) – have a provision in respect of other employee provisions for holders of offices
- Item 15(d)(i) – have a provision in respect of annual leave for employees (other than holders of offices)
- Item 15(d) (i) – have a provision in respect of long service leave for employees (other than holders of offices)
- Item 15(d) (iii) – have a provision in respect of separation and redundancy for employees (other than holders of offices)
- Item 15(d) (iv) – have a provision in respect of other employee provisions for employees (other than holders of offices)

- Item 16(a) – have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch

Signature

A black rectangular box redacting the signature of Thirza White.

...

Thirza White

Branch Secretary

Community & Public Sector Union (SPSF Group, Tasmania Branch)

14 October 2025

**THE COMMUNITY AND PUBLIC SECTOR UNION
(SPSF GROUP, TASMANIAN BRANCH)
EXPENDITURE REPORT YEAR ENDED 30 JUNE 2025**

The committee of management presents the expenditure report as required under subsection 255 (2A) of the Fair Work (Registered Organisations Act 2009) on the reporting unit for the year ended 30 June 2025.

Categories of expenditures	2025(\$)	2024(\$)
Remuneration and other employment-related costs and expenses – employees *	-	-
Advertising	-	-
Operating Costs – Audit Costs	1573	1463
Donations to political parties	-	-
Legal costs	-	-

* Note: All CPSU Employees are jointly employed by the CPSU (SPSF Group, Tasmanian Branch) and the state registered associated body, CPSU (SPSFT) Inc. All remuneration and other employment related cost and expenses are borne by the CPSU (SPSFT) Inc.

Signature



Cornelia Thirza White

Branch Secretary

Community & Public Sector Union (SPSF Group, Tasmania Branch)

31 July 2025



17 September 2025

Thirza White

Branch Secretary

CPSU, the Community and Public Sector Union-SPSF Group, Tasmanian Branch

Sent via email: cpsu@tas.cpsu.com.au

CC: nick.carter@wlf.com.au

Dear Thirza White

**CPSU, the Community and Public Sector Union-SPSF Group, Tasmanian Branch
Financial Report for the year ended 30 June 2025 – (FR2025/149)**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the CPSU, the Community and Public Sector Union-SPSF Group, Tasmanian Branch (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 1 September 2025.

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

The matters identified should be read in conjunction with the *Fair Work (Registered Organisations) Act 2009* (the RO Act), *Fair Work (Registered Organisations) Regulations 2009* (the RO Regs), the 6th edition of the reporting guidelines (RG) made under section 255 of the RO Act and Australian Accounting Standards.

Issues

While we filed last year's financial report, we raised certain issues for the reporting unit to address in the preparation of future financial reports. I note that the same errors have appeared in the current report, namely the following:

Reference to Commissioner

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

I note that item (e)(v) of the committee of management statement still refers to the Commissioner instead of the General Manager of the Fair Work Commission. The committee of management statement will require amendment to include correct reference.

Auditor's qualifications

Item 28(b) of the reporting guidelines states that the auditor's statement must specify the registered auditor's name and registration number. The auditor's statement provided states the name of the registered auditor but not the Commission registration number.

The auditor's statement will require amendment to include this information.

Nil activities – not disclosed

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

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

- Item 13(f) (i) – pay wages and salaries to holders of office
- Item 13(f) (ii) – pay superannuation to holders of office
- Item 13(f) (iii) – pay leave and other entitlements to holders of office
- Item 13(f) (iv) – pay separation and redundancy to holders of office
- Item 13(f) (v) – pay other employee expense to holders of offices
- Item 13(g) (i) – pay wages and salaries to employees (other than holders of offices)
- Item 13(g) (ii) – pay superannuation to employees (other than holders of offices)
- Item 13(g) (iii) – pay leave and other entitlements (other than holders of offices)
- Item 13(g) (iv)- pay separation and redundancy to employees (other than holders of offices)
- Item 13(g) (v)- pay other employee expenses to employees (other than holders of offices)
- Item 15(c)(i) – have a provision in respect of annual leave for holders of offices
- Item 15(c)(ii) – have a provision in respect of long service leave for holders of offices
- Item 15(c)(iii) – have a provision in respect of separation and redundancy for holders of offices
- Item 15(c)(iv) – have a provision in respect of other employee provisions for holders of offices
- Item 15(d)(i) – have a provision in respect of annual leave for employees (other than holders of offices)
- Item 15(d) (i) – have a provision in respect of long service leave for employees (other than holders of offices)
- Item 15(d) (iii) – have a provision in respect of separation and redundancy for employees (other than holders of offices)
- Item 15(d) (iv) – have a provision in respect of other employee provisions for employees (other than holders of offices)
- Item 16(a) – have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch

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

The Commission is unable to file this report until the abovementioned errors have been addressed. Failure to address these issues may lead to the General Manager of the Commission exercising his powers under section 330 of the RO Act.

Actions required

- a. Please review all issues listed above and amend the general purpose financial report (including the committee of management statement and officer's declaration statement) and the auditor's statement.
- b. The amended reports will need to be approved by the committee of management, audited and provided to members.
- c. The amended report and the new auditor's statement will need to be lodged with the Commission with a new designated officer's certificate.

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

Yours sincerely

Fair Work Commission



**Community &
Public Sector
Union**

157 Collins Street, Hobart TAS 7000
cpsu@tas.cpsu.com.au
(03) 6234 1708
www.cpsu.com.au

28 August 2025

Commissioner
Fair Work Commission
GPO Box 1994
Melbourne Vic 3001

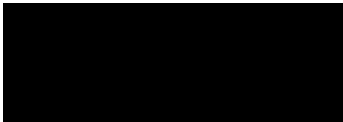
Dear Sir/Madam

CPSU (SPSF Group, Tasmanian Branch) 2024/25 Financial Report

Please find attached the Financial Report for the year ending 30 June 2025 for the CPSU (SPSF Group, Tasmanian Branch) as required under section 268 of the Fair Work (Registered Organisations) Act 2009.

If you require any further information, please contact me on 03 62341708.

Yours sincerely,



**Thirza White
Branch Secretary
CPSU (SPSF Group, Tasmanian Branch)**

Certificate by Prescribed Designated Officer or other Authorised Officer¹

Section 268 of the Fair Work (Registered Organisations) Act 2009.

Certificate for the period ending 30 June 2025.

I, Thirza White being the Branch Secretary of the Community and Public Sector Union (SPSF Group, Tasmanian Branch) certify:

- that the documents lodged herewith are copies of the full report referred to in section 268 of the Fair Work (Registered Organisations) Act 2009; and
- that members were advised by email prior to 7 August 2025 that the updated full report for 2024/2025 would be published on the reporting unit's web site, www.cpsu.com.au on 4 August 2025; and
- that members who do not have email addresses were advised by post prior to 7 August 2025; that the updated full report for 2024/2025 would be published on the reporting unit's web site on 4 August 2025 and that printed copies would be sent out if requested; and
- that the full report was presented to a general meeting of members of the reporting unit on 28 August 2025; in accordance with section 266 of the Fair Work (Registered Organisations) Act 2009.



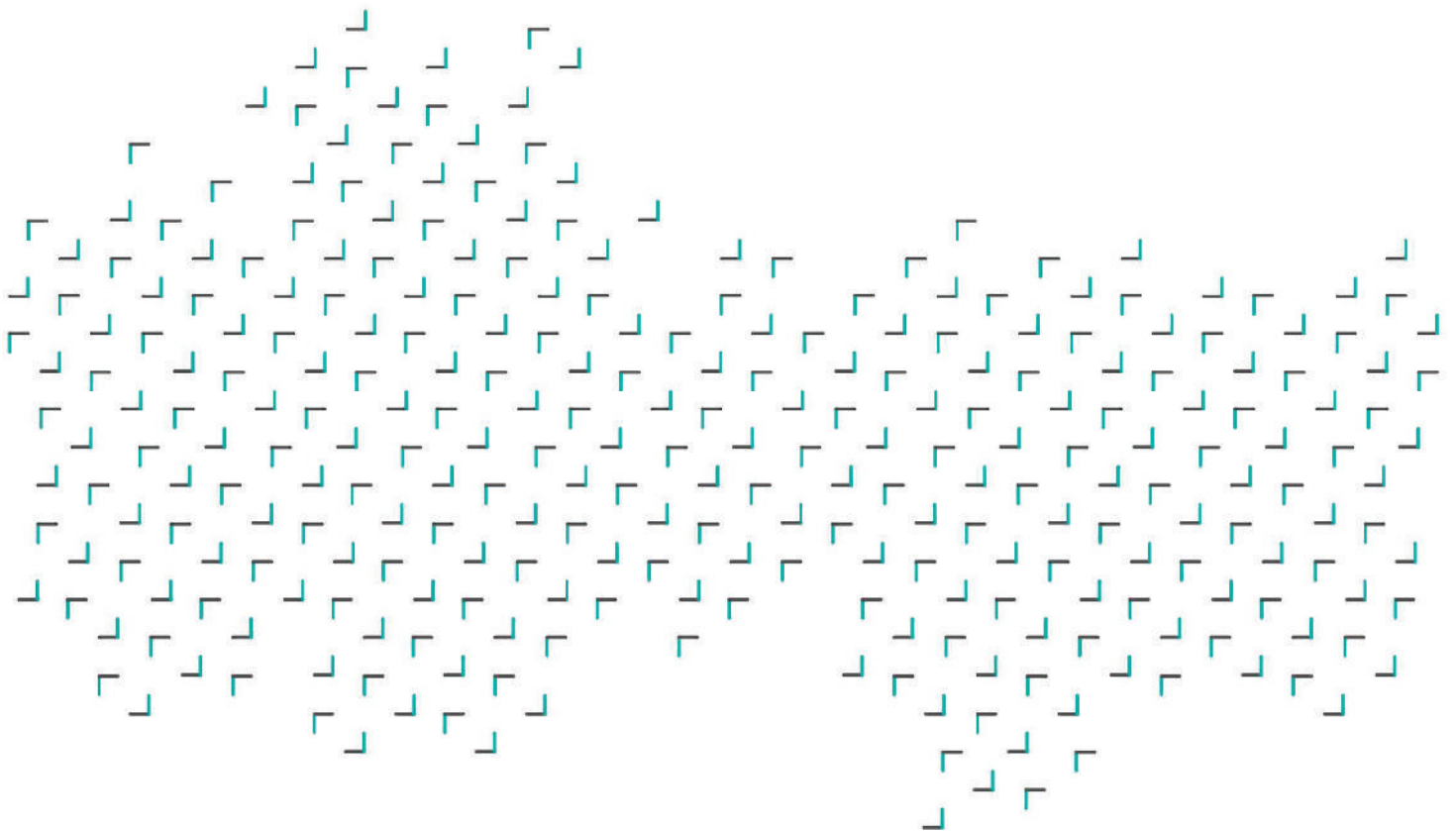
Thirza White
Branch Secretary
Community and Public Sector Union (SPSF Group, Tasmanian Branch)

Dated: 28 August 2025

CPSU (SPSF Group, Tasmanian Branch)

Financial Statements

30 June 2025



CPSU (SPSF Group, Tasmanian Branch)
STATEMENT OF COMPREHENSIVE INCOME
for the year ended 30 June 2025

	NOTE	2025 \$	2024 \$
I COME			
R	er Unions/Controlled Entities		
C			
Mem		61,426	57,132
Tot		61,426	57,132
Grants		-	-
Donatio		-	-
Total G		-	-
TOTAL INC		61,426	57,132
EXPENSES			
Employee Expe		-	-
Capitation Fees			
CPSU Federal G		37,617	33,120
Total Capitation		37,617	33,120
Affiliation			
ACTU		22,236	22,549
Total Affiliation		22,236	22,549
Administration Expenses			
Compulsary Levies			
ACTU Change the Rules C		-	-
Fees/Allowances - Meeting a		-	-
Conference and Meeting Expe		-	-
Total Administration Expense		-	-
Grants:		-	-
Total expensed that were \$1,000		-	-
Total expensed that exceeded \$1,0		-	-
Donations:			
Total expensed that were \$1,000 or l		-	-
Total expensed that exceeded \$1,000		-	-
Total grants or donations		-	-
Finance Costs			
Legal Costs		-	-
Audit Fees		1,573	1,463
Other Expenses			
Penalties - via RO Act or RO Regulations		-	-
TOTAL EXPENSES		61,426	57,132
PROFIT (LOSS) FOR THE YEAR		-	-
OTHER COMPREHENSIVE INCOME			
Items that will not be subsequently reclassified to profit and loss			
Gain on Revaluation of Land & Buildings		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		-	-

The accompanying notes form part of these financial statements.

CPSU (SPSF Group, Tasmanian Branch)
STATEMENT OF FINANCIAL POSITION
as at 30 June 2025

	NOTE	2025 \$	2024 \$
ASSETS			
CU			
ASSETS			
Cash	1C	66	66
Trade		-	-
TOTAL		66	66
NON-CURRENT		-	-
TOTAL NON		-	-
TOTAL ASSET		66	66
Liabilities			
CURRENT LIABILITIES			
Trade Payables		-	-
Legal Costs		-	-
Leave Liabilities Employees		-	-
Leave Liabilities Office Holders		-	-
TOTAL CURRENT LIABILITIES		-	-
NON-CURRENT LIABILITIES			
Leave Liabilities Employees		-	-
Leave Liabilities Office Holders		-	-
TOTAL NON-CURRENT LIABILITIES		-	-
TOTAL LIABILITIES		-	-
NET ASSETS		66	66
EQUITY			
Retained Earnings	3	66	66
Reserves			
Amelioration Fund Reserve	3	-	-
TOTAL EQUITY		66	66

The accompanying notes form part of these financial statements.

CPSU (SPSF Group, Tasmanian Branch)
STATEMENT OF CHANGES IN EQUITY
for the year ended 30 June 2025

	NOTE	2025 \$	2024 \$
Retained Earnings			
Opening	y	66	66
Profit for the y			
Closing Balance		66	66
Amelioration Fund Reserve			
Opening Balance 1 July		-	-
Increase/Decrease		-	-
Closing Balance 30 June		-	-
TOTAL EQUITY		66	66

The accompanying notes form part of these financial statements.

CPSU (SPSF Group, Tasmanian Branch)
STATEMENT OF CASH FLOWS
For the year ended 30 June 2025

	NOTE	2025 \$	2024 \$
Cash flows from Operating Activities			
Receivables from Other Unions/Controlled Entities			
CPS			
Members		61,426	57,132
Payments to Controlled Entities			
ACTU -		(22,236)	(22,549)
ACTU - C			
CPSU Federal		(37,617)	(33,120)
Payments to Solicitors, Wise, Lord & F		(1,573)	(1,463)
Net Cash Flows		<u>-</u>	<u>-</u>
Net Cash Flows from		<u>-</u>	<u>-</u>
Net Cash Flows from Financial		<u>-</u>	<u>-</u>
Net Increase/(Decrease) in Cash		<u>-</u>	<u>-</u>
Balance at Beginning of Year		66	66
Balance at End of Year		<u>66</u>	<u>66</u>
Made up by:			
Cash at Bank		<u>66</u>	<u>66</u>

Result for Year **Cash surplus from operations as follows:**

	2025 \$	2024 \$
Profit for the Year	-	-
Non-cash Statement of Comprehensive Income		
Depreciation	-	-
Changes in Non-cash Items:		
Prepayments	-	-
Inventory	-	-
Employee entitlements	-	-
Debtors	-	-
Creditors	-	-
Cash Surplus from Operations	<u>-</u>	<u>-</u>

The accompanying notes form part of these financial statements.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

1 Basis of Preparation

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Fair Work (Registered Organisation) Act 2009*. For the purpose of preparing the general purpose financial statements, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) is a not-for-profit entity.

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis, except for debt and equity financial assets (including derivative financial instruments) that have been measured at fair value either through other comprehensive income or profit or loss, certain classes of property, plant and equipment and investment properties, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

Accounting Policies

a) Revenue

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions.

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

Member Subscriptions

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of The Community & Public Sector Union (SPSF Group, Tasmanian Branch).

If there is only one distinct membership service promised in the arrangement, The Community & Public Sector Union (SPSF Group, Tasmanian Branch) recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect The Community & Public Sector Union (SPSF Group, Tasmanian Branch) promise to stand ready to provide assistance and support to the member as required.

If there is more than one distinct good or service promised in the membership subscription, The Community & Public Sector Union (SPSF Group, Tasmanian Branch) allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that The Community & Public Sector Union (SPSF Group, Tasmanian Branch) charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good (for example, books or clothing) or as the service transfers to the customer (for example, member services or training course), The Community & Public Sector Union (SPSF Group, Tasmanian Branch) recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

For member subscriptions paid annually in advance, The Community & Public Sector Union (SPSF Group, Tasmanian Branch) has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

When a member subsequently purchases additional goods or services from The Community & Public Sector Union (SPSF Group, Tasmanian Branch) at their standalone selling price, The Community & Public Sector Union (SPSF Group, Tasmanian Branch) accounts for those sales as a separate contract with a customer.

b) Expenditure

Capitation fees and levies paid are recognised on an accrual basis and recorded as an expense in the year to which it relates.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

c) Cash and Cash Equivalents

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

d) Taxation

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) is exempt from income tax under section 50.1 of the Income Tax Assessment Act 1997, however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

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

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

e) Events after the Reporting Period

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of The Community & Public Sector Union (SPSF Group, Tasmanian Branch), the results of those operations, or the state of affairs of The Community & Public Sector Union (SPSF Group, Tasmanian Branch) in subsequent financial periods.

f) Comparative Amounts

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

f) Significant accounting judgements and estimates

Management do not consider any accounting assumptions or to have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

g) Changes in accounting policies

The accounting policies adopted are consistent with those of the previous financial year. Accounting Standards applicable from 1 July 2025 have no affect on the financial statements of the Union for the current or previous period.

h) New Accounting Standards for Application in Future Periods

Australian Accounting Standards 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 30 June 2025. The company has not yet assessed the impact of these new or amended Accounting Standards or Interpretations.

i) Financial Instruments

Financial assets and financial liabilities are recognised when Community & Public Sector Union (SPSF Group, Tasmanian Branch) becomes a party to the contractual provisions of the instrument.

j) Financial Assets

Contract assets and receivables

A contract asset is recognised when Community & Public Sector Union's (SPSF Group, Tasmanian Branch) right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on Community & Public Sector Union's (SPSF Group, Tasmanian Branch) future performance or some other condition.

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

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

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (OCI), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Community & Public Sector Union (SPSF Group, Tasmanian Branch) business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (SPPI) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that Community & Public Sector Union (SPSF Group, Tasmanian Branch) commits to purchase or sell the asset.

For purposes of subsequent measurement, financial assets are classified in five categories:

- (Other) financial assets at amortised cost
- (Other) financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- (Other) financial assets at fair value through profit or loss
- (Other) financial assets designated at fair value through profit or loss

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

Financial assets at amortised cost

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

Financial assets at amortised cost are subsequently measured using the effective interest (**EIR**) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) financial assets at amortised cost includes trade receivables and loans to related parties.

Financial assets at fair value through other comprehensive income

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) measures debt instruments at fair value through OCI if both of the following conditions are met:

- The financial asset is held within a business model with the objective of both holding to collect contractual cash flows and selling and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

For debt instruments at fair value through OCI, interest income, foreign exchange revaluation and impairment losses or reversals are recognised in profit or loss and computed in the same manner as for financial assets measured at amortised cost.

The remaining fair value changes are recognised in OCI. Upon derecognition, the cumulative fair value change recognised in OCI is recycled to profit or loss.

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) debt instruments at fair value through OCI includes investments in quoted debt instruments included under other non-current financial assets.

Investments in equity instruments designated at fair value through other comprehensive income

Upon initial recognition, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) can elect to classify irrevocably its equity investments as equity instruments designated at fair value through OCI when they meet the definition of equity under AASB132 Financial Instruments: Presentation and are not held for trading. The classification is determined on an instrument-by-instrument basis.

Gains and losses on these financial assets are never recycled to profit or loss. Dividends are recognised as other income in profit or loss when the right of payment has been established, except when the Community & Public Sector Union (SPSF Group, Tasmanian Branch) benefits from such proceeds as a recovery of part of the cost of the financial asset, in which case, such gains are recorded in OCI. Equity instruments designated at fair value through OCI are not subject to impairment assessment.

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) elected to classify irrevocably its listed and non-listed equity investments under this category.

Financial assets at fair value through profit or loss

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

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

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The Community & Public Sector Union (SPSF Group, Tasmanian Branch) has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
 - a) the Community & Public Sector Union (SPSF Group, Tasmanian Branch) has transferred substantially all the risks and rewards of the asset, or
 - b) the Community & Public Sector Union (SPSF Group, Tasmanian Branch) has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Community & Public Sector Union (SPSF Group, Tasmanian Branch) has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the statement of financial position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

Impairment

Expected Credit Losses (ECL's)

(i) Debt instruments other than trade receivables

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) recognises an allowance for ECLs for all debt instruments not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that Community & Public Sector Union (SPSF Group, Tasmanian Branch) expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognised in two stages:

- Where there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses from possible default events within the next 12-months (a 12-month ECL).
- For credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) considers a financial asset in default when contractual payments are 90[1] days past due. However, in certain cases, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) may also consider a financial asset to be in default when internal or external information indicates that the Community & Public Sector Union (SPSF Group, Tasmanian Branch) is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

(ii) Trade receivables

For trade receivables that do not have a significant financing component, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) applies a simplified approach in calculating ECLs. Therefore, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The [reporting unit] has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

k) Financial liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, at amortised cost unless or at fair value through profit or loss. All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Community & Public Sector Union (SPSF Group, Tasmanian Branch)'s financial liabilities include trade and other payables.

Subsequent measurement

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

Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss.

Gains or losses on liabilities held for trading are recognised in profit or loss.

Financial liabilities designated upon initial recognition at fair value through profit or loss are designated at the initial date of recognition, and only if the criteria in AASB 9 are satisfied.

Financial liabilities at amortised cost

After initial recognition, trade payables and interest-bearing loans and borrowings are subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in profit or loss.

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

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.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

(l) Land, buildings, plant and equipment

Asset Recognition Threshold

Purchases of land, buildings, plant and equipment are recognised initially at cost in the statement of financial position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Land and Buildings

Following initial recognition at cost, land and buildings are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

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

	2025	2024
Land & buildings	20 years	20 years
Plant and equipment	3 to 4.5 years	3 to 4.5 years

Derecognition

An item of land, buildings, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in the profit and loss.

(m) Investment property

Investment properties are properties held to earn rentals and/or for capital appreciation (including property under construction for such purposes). Investment properties are measured initially at its cost, including transaction costs. Subsequent to initial recognition, investment properties are measured at fair value. Gains and losses arising from changes in the fair value of investment properties are included in profit and loss in the period in which they arise.

An investment property is derecognised upon disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the period in which the property is derecognised.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

(n) **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 Community & Public Sector Union (SPSF Group, Tasmanian Branch) intangible assets are:

	2025	2024
Intangibles	20 years	20 years

Intangible assets with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses.

Intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for

Derecognition

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.

(o) **Impairment of non-financial assets**

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

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the The Community & Public Sector Union (SPSF Group, Tasmanian Branch) were deprived of the asset, its recoverable amount is its fair value.

In other cases, for the purposes of determining recoverable amount, assets are grouped at the lowest levels for which there are separately identifiable cash flows which are largely independent of the cash inflows from other assets or groups of assets (cash generating units). Non-financial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

(p) **Non-current assets held for sale**

Non-current assets are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable, and the non-current asset is available for immediate sale in its present condition. Management must be committed to the sale, which should be expected to qualify for recognition as a completed sale within one year from the date of classification.

Non-current assets classified as held for sale are measured at the lower of their previous carrying amount and fair value less costs of disposal.

(q) **Fair value measurement**

The Community & Public Sector Union (SPSF Group, Tasmanian Branch) measures financial instruments, such as, financial assets 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. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 16A *Financial assets and liabilities*.

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

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

The principal or the most advantageous market must be accessible by the Community & Public Sector Union (SPSF Group, Tasmanian Branch). 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 Community & Public Sector Union (SPSF Group, Tasmanian Branch) 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 Community & Public Sector Union (SPSF Group, Tasmanian Branch) 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 Community & Public Sector Union (SPSF Group, Tasmanian Branch) 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.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

(r) Going concern

Community & Public Sector Union (SPSF Group, Tasmanian Branch) is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

Community & Public Sector Union (SPSF Group, Tasmanian Branch) and Community & Public Sector Union (SPSF) Inc. represent the same Members, employ all the same employees and have the same Elected Officials and Committee of Management Members. All expenses, wage expenses and related on costs are borne by Community & Public Sector Union (SPSF) Inc.

2 Section 272 Fair Work (Registered Organisations) Act 2009

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

- (1) A member of a reporting unit, or the General Manager of the Fair Work Commission, 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).

3 Movements in Reserves

	2025	2024	Movement
	\$	\$	\$
Amelioration Fund Reserve	-	-	-
Retained Earnings	66	66	-
Reserve Balances	66	66	-

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

4 Revenue and income

During the 2024 financial year, the Community & Public Sector Union (SPSF Group, Tasmanian Branch) did not receive any revenue from grants or donations. The Union has not received financial support from any other reporting units.

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.

	2025	2024
	\$	\$
Type of Customer		
Members	61,426	57,132
Other reporting units		
Government	-	-
Other parties	-	-
Total revenue from contracts with customers	61,426	57,132

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:

	2025	2024
	\$	\$
Income funding sources		
Members	-	-
Government	-	-
Other parties	-	-
Total income for furthering activities	-	-

5 Membership

Union membership at 30 June 2025 was 2,968 members (2024: 2,874).

6 Remuneration of Auditors

	2025	2024
	\$	\$
Value of the services provided		
Financial statement audit services	1,573	1,463
Other services	-	-
Total remuneration of auditors	1,573	1,463

7 Legal Costs

There has been no legal fees paid for the 2025 financial year.

8 Capitation Fees

There have been no capitation fees received during the 2025 financial year.

9 Compulsary Levies

There have been no compulsory levies raised during the 2025 financial year.

10 Recovery of Wages Activity

There has been no recovery of wages activity for the financial year.

CPSU (SPSF Group, Tasmanian Branch)
Notes to the Financial Statements
Year Ended 30 June 2025

11 Committee of Management

Tania Shilcock (President), Grant Ransley (Vice President), Emil Kavic (Vice President) - resigned 27/6/25 Frances Hall (Treasurer), Mark Rippon (Executive Councillor), Allen Stennings (Executive Councillor), Jodie Elmer (Executive Councillor), Thirza White (Branch Secretary) Natalie Jones (Assistant Branch Secretary)

CPSU (SPSF Group, Tasmanian Branch) and CPSU (SPSF) Inc. represent the same Members, employ all the same employees and have the same Elected Officials and Committee of Management Members. All expenses, wage expenses and related on costs are borne by CPSU (SPSF) Inc.

There has been no other related party transactions within the reporting period 2024-2025.

12 Financial Risk Management

Management is responsible for the monitoring and managing the Branch's risk management. This includes monitoring credit risk, liquidity risk and market risk. The Branch's exposure to these risks is minimal.

13 Fair Value Measurement - Financial assets and liabilities

Management of the reporting Branch assessed that cash approximates its fair value largely due to the short term maturities of these instruments.

The fair value of financial assets and liabilities is included at the amount which the instrument could be exchanged in a current transaction between willing parties.

The following table contains the carrying amounts and related fair values for Community & Public Sector Union (SPSF Group, Tasmanian Branch)'s financial assets and liabilities:

	Carrying amount 2025 \$	Fair value 2025 \$	Carrying amount 2024 \$	Fair value 2024 \$
Financial Assets				
Cash at Bank	66	66	66	66
Total	<u>66</u>	<u>66</u>	<u>66</u>	<u>66</u>

14 Consideration for Employers for Payroll Deductions

There were no fees incurred as consideration for employers making payroll deductions for membership subscriptions.

There are no payables to employers for making payroll deductions of membership subscriptions.

15 Former Related Party Payments

No payments were made to former related parties during the 2025 financial year.

COMMITTEE OF MANAGEMENT STATEMENT

The Committee of Management Statement has been made in accordance with a resolution passed by the Committee on 31 July 2025.

On 31 July 2025 the Committee of Management of the Community and Public Sector Union (SPSF Group, Tasmanian Branch) passed the following resolution in relation to the General Purpose Financial Report (GPFR) of the reporting unit for the financial year ended 30 June 2025:

The Committee of Management declares in relation to the GPFR that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the, any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of the 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 the branch concerned; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the (RO)Act; and
 - (iv) as the organisation consists of 2 or more reporting units, the financial records of the reporting units have been kept, as far as practicable, in a consistent manner to 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 Commissioner duly made under section 272 of the RO Act, has been provided to the member or Commissioner; and

(vi) where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance

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

Signature:

A black rectangular box redacting the signature of Thirza White.

Thirza White

Branch Secretary

Community and Public Sector Union (SPSF Group, Tasmanian Branch)

Date: 31 July 2025

Auditor's Independence Declaration to the Committee of Management of Community and Public Sector Union (SPSF Group, Tasmanian Branch)

In relation to our audit of the financial report of the Community and Public Sector Union (SPSF Group, Tasmanian Branch) for the financial year ended 30 June 2025, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements as set out in the Fair Work (Registered Organisations) Act 2009; and any applicable code of professional conduct.

Wise Lord & Ferguson

WISE LORD & FERGUSON



NICK CARTER

Partner

Date: *31/7/2025*



COMMUNITY AND PUBLIC SECTOR UNION (SPSF GROUP, TASMANIAN BRANCH)

LIST OF COMMITTEE MEMBERS IN REPORTING PERIOD 2025 FINANCIAL YEAR

President	Tania Shilcock	PO BOX 386, Geeveston, Tas 7116
Vice President	Grant Ransley	38 Woodhurst Road, Seven Mile Beach, Tas 7170
Vice President <i>(resigned 27/06/2025)</i>	Emil Kavic	34 Maple Avenue, Moonah, Tas 7009
Treasurer	Frances Hall	882 Cambridge Road, Cambridge, Tas 7170
Secretary	Thirza White	401 Huon Road, South Hobart, Tas 7004
Assistant Secretary <i>(resigned 27/09/2024)</i>	Tom Lynch	179 Carlton Beach Road, Carlton, Tas 7173
Assistant Secretary	Natalie Jones	PO BOX 196, South Hobart, Tas 7004
Executive Councillor <i>(didn't stand for re-election 29 April 2025)</i>	Tom Courto	2 Aquila Street, Glenorchy, Tas 7010
Executive Councillor	Allen Stennings	8 Terry Street, Carlton, Tas 7173
Executive Councillor	Jodie Elmer	151 Notley Gorge Road, Bridgenorth, Tas 7277
Executive Councillor	Mark Rippon	Unit6/9 Sackville Street, Hobart, Tas 7000
Councillor <i>(resigned 6/01/2025)</i>	Stewart Huxtable	58 Meadow Road, Judbury, Tas 7109
Councillor <i>(didn't stand for re-election 29 April 2025)</i>	Leah Woolford	PO Box 48, Blackmans Bay, Tas 7052
Councillor	Christopher Archer	15 Service Street, Glebe, Tas 7000
Councillor	Natalie Barkoczy	76 Bligh Street, Warrane, Tas 7018
Councillor	Amanda Smith	PO Box 195, Prospect, Tas 7250
Councillor	Natalie Bown	136b Cascade Road, South Hobart, Tas, 7004
Councillor	Damian Hingston	22 Westland Drive, Ulverstone, Tas 7315
Councillor	Natalie Luttrell	6 Penima Road, Ridgley, Tas 7321
Councillor	Christopher Beis	67 Weston Hill Road, Sorell, Tas 7172
Councillor	Tanya Targett	44 Mt Stuart Drive, Newnham, Tas 7248
Councillor	Casey Perkins	10 Burton Street, Hillwood, Tas 7253
Councillor	Nikki Manley	311 Gwandalan Road, Sloping Main, Tas 7186
Councillor	Matthew Broadfield	21 Eastland Drive, Ulverstone, Tas 7315
Councillor	Peta Lancaster	88 Blair Street, New Norfolk, Tas 7140

To the best of our knowledge and belief, the above-named persons comprised the Committee Members of Community and Public Sector Union (SPSF Group, Tasmanian Branch) as at 30 June 2025.

WISE LORD & FERGUSON



Nick Carter

Partner

Date: 31 July 2025

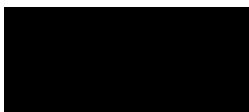
TO WHOM IT MAY CONCERN

Community and Public Sector Union (SPSF Group, Tasmanian Branch)

I am the Auditor of the above-mentioned organisation and certify that the Community and Public Sector Union (SPSF Group, Tasmanian Branch) had 2,968 financial members as at 30 June 2025 based on membership records at that date.

Yours faithfully

WISE LORD & FERGUSON



Nick Carter
Partner

Dated: 31 July 2025

INDEPENDENT AUDITOR'S REPORT

Members of the Community and Public Sector Union (SPSF Group, Tasmanian Branch)

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of Community and Public Sector Union (SPSF Group, Tasmanian Branch), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended as at 30 June 2025, and notes to the financial statements, including a summary of significant accounting policies, and the Committee of Management statement, the subsection 255(2A) report and the officer declaration statement.

In my opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Community and Public Sector Union (SPSF Group, Tasmanian Branch) as at 30 June 2025, and its financial performance and cash flows for the year ended on that date in accordance with:

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

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

Basis for Opinion

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

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

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

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

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

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

Responsibilities of the Committee of Management for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is

higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

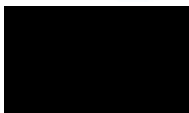
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Reporting Unit's internal control.
- Evaluate the appropriateness of accounting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

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

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

Wise Lord & Ferguson

WISE LORD & FERGUSON



NICK CARTER

Partner

Date: *31/7/2025*

**THE COMMUNITY AND PUBLIC SECTOR UNION
(SPSF GROUP, TASMANIAN BRANCH)
OPERATING REPORT YEAR ENDED 30 JUNE 2025**

I, Cornelia Thirza White, being the Branch Secretary of the CPSU (SPSF Group, Tasmanian Branch) report operations for the year ended 30 June 2025 as follows:

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

1. Representing individual members in grievance disputes with employers. The Membership Advice and Support team along with CPSU Direct supported hundreds of members through the provision of advice, information, and representation in regard to their rights and resolving grievance or disputes with their employer.
2. Representing groups of members at many workplaces regarding workplace issues including change management. Our team of organisers operate across the State to ensure every workplace with members has the support needed.
3. Negotiating Collective Bargaining Agreements that have resulted in increased wages and conditions for members covered by those Agreements.
4. Negotiating Industrial Agreements at a number of worksites resulting in the settlement of disputes or improved flexible working arrangements.
5. Representing members in the Tasmanian Industrial Commission in unfair dismissal cases resulting in a fair outcome for members.
6. Conducting monthly committee and finance meetings to initiate, monitor and evaluate operational and finance activities.
7. Providing Union Delegates and Worksite Committee members with training and education to enable them to better represent members in the workplace.

Significant changes in financial affairs

No significant change in the nature of these activities occurred during the year.

There were no significant changes to the financial affairs during the year.

Rights of Members to resign

A Member of the Union may resign from membership by written notice addressed and delivered to the General Secretary giving notice in accordance with the Chapter C – SPSFT Group Rules, Rule 58.

Officers or members who are superannuation fund trustee(s) (include position details) or director of a company that is a superannuation fund trustee where being a member or officer of a registered organisation is a criterion for them holding such position

None

Number of Members

2968 Financial Members

Number of employees: 13 employees

Committee of Management List of Office Holders:

Position	Officer	Address	Period Held
President	Tania Shilcock	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	29.04.25 to 30.06.25
Vice President	Grant Ransley	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	29.04.25 to 30.06.25
Vice President	Casual Vacancy	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	
Treasurer	Frances Hall	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.24 to 30.06.25
Executive Councillor	Jodie Elmer	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.24 to 30.06.25
Executive Councillor	Mark Rippon	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	28.11.24 to 30.06.25
Executive Councillor	Allen Stennings	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	29.04.25 to 30.06.25
Branch Secretary	Cornelia Thirza White	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.24 to 30.06.25
Assistant Branch Secretary	Natalie Jones	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	27.09.24 to 30.06.25

Disclosure of material personal interests received since 1 July 2024:

Officer	1.Organisation	2.Principle Activities	3. Holds Position through Office
Nil to Disclose			

Signed in accordance with a resolution of the Committee of Management



Date: 31 July 2025

Cornelia Thirza White**Branch Secretary****Community and Public Sector Union SPSF Group, Tasmanian Branch).**

**THE COMMUNITY AND PUBLIC SECTOR UNION
(SPSF GROUP, TASMANIAN BRANCH)
OFFICER DECLARATION STATEMENT**

I, Thirza White, being the Branch Secretary of The Community and Public Sector Union (SPSF Group, Tasmanian Branch), declare that the following activities did not occur during the reporting period ending 30 June 2025.

The reporting unit did not:

- agree to provide financial support to another reporting unit to ensure they continue as a going concern
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- receive any other revenue from another reporting unit
- pay compulsory levies
- have a receivable with another reporting unit
- have a payable with another reporting unit
- have a payable to employer as consideration for that employer making payroll deductions of membership subscriptions
- have a payable in respect of legal costs relating to litigation
- have a payable in respect of legal costs relating to other legal matters
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- have another entity administer the financial affairs of the reporting unit

Signature: [REDACTED]

Cornelia Thirza White

Branch Secretary

Community & Public Sector Union (SPSF Group, Tasmania Branch)

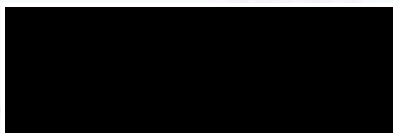
31 July 2025

**THE COMMUNITY AND PUBLIC SECTOR UNION
(SPSF GROUP, TASMANIAN BRANCH)
EXPENDITURE REPORT YEAR ENDED 30 JUNE 2025**

The committee of management presents the expenditure report as required under subsection 255 (2A) of the Fair Work (Registered Organisations Act 2009) on the reporting unit for the year ended 30 June 2025.

Categories of expenditures	2025(\$)	2024(\$)
Remuneration and other employment-related costs and expenses – employees *	-	-
Advertising	-	-
Operating Costs – Audit Costs	1573	1463
Donations to political parties	-	-
Legal costs	-	-

* Note: All CPSU Employees are jointly employed by the CPSU (SPSF Group, Tasmanian Branch) and the state registered associated body, CPSU (SPSFT) Inc. All remuneration and other employment related cost and expenses are borne by the CPSU (SPSFT) Inc.

Signature: 

Cornelia Thirza White

Branch Secretary

Community & Public Sector Union (SPSF Group, Tasmania Branch)

31 July 2025