



12 November 2025

Scott Weber
Chief Executive Officer
Police Federation of Australia

Sent via email: pfa@pfa.org.au

CC: smilgate@daley.com.au

Dear Scott Weber

**Police Federation of Australia
Financial Report for the year ended 30 June 2025 – FR2025/132**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Police Federation of Australia (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 11 November 2025.

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

I make the following comments to assist you when you next prepare a financial report. The Commission will confirm these matters have been addressed prior to filing next year's report.

1. General Purpose Financial Report (GPFR)

New and Future Australian Accounting Standards

Australian Accounting Standard AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* paragraphs 28 and 30 require that the entity disclose:

- Australian Accounting Standards adopted during the period; and
- Australian Accounting Standards issued but not yet effective with an assessment of the future impact of the standard on the entity.

This information has not been provided.

Reporting Requirements

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

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

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

Yours sincerely

Fair Work Commission



Police Federation
of Australia
The National Voice of Policing

Certificate by Prescribed Designated Officer for the Financial Year Ended 30 June 2025

s.268 Fair Work (Registered Organisations) Act 2009

I, **Kevin Morton**, being the President of the Police Federation of Australia, certify:

- that the documents lodged herewith are copies of the **full report for the Police Federation of Australia of the period ended 30 June 2025** referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was **presented to a meeting of the Committee of Management** of the reporting unit on **2 September 2025** in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the **full report was provided to members** of the reporting unit on **3 September 2025**; and
- that the audited full report was presented to and **endorsed by a meeting of the Committee of Management** of the reporting unit on **10 November 2025** in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Yours sincerely,



Kevin Morton
PFA President

11 November 2025



Police Federation of Australia

ABN: 31 384 184 778

Financial Statements

For the Year Ended 30 June 2025

Police Federation of Australia

ABN: 31 384 184 778

Financial Statements

For the Year Ended 30 June 2025

Contents	Page
Operating Report	1
Committee of Management Statement	4
Statement of Profit or Loss and Other Comprehensive Income	5
Statement of Financial Position	6
Statement of Changes in Equity	7
Statement of Cash Flows	8
Notes to the Financial Statements	9
Officer Declaration Statement	34
Report Required under Subsection 255(2A)	36
Independent Audit Report	37

Police Federation of Australia

ABN: 31 384 184 778

Operating Report

For the Year Ended 30 June 2025

The Committee of Management presents its operating report of the Police Federation of Australia ("the Federation") for the year ended 30 June 2025.

Names of Committee of Management members and period positions held during the financial year

The names of each person who has been on the Committee of Management during the financial year are:

Name	Position	Period of Appointment
Kevin Morton	President	16/09/2024 to 30/6/2025
	Vice President	1/7/2024 to 16/09/2024
Alex Caruana	Vice President	1/7/2024 to 30/6/2025
Nathan Finn	Vice President	5/2/2025 to 30/6/2025
	Executive	1/7/2024 to 5/2/2025
Karl Reiter (aka David)	Treasurer	1/7/2024 to 30/6/2025
Wade Burns	Executive	5/7/2024 to 30/6/2025
Shane Tilley	Executive	1/7/2024 to 30/6/2025
Shane Prior	Executive	16/09/2024 to 30/6/2025
Dave Flaherty	Executive	5/2/2025 to 30/6/2025
Ian Leavers	President	1/7/2024 to 23/8/2024
Mark Carroll	Executive	1/7/2024 to 5/7/2024
Paul Gale	Vice President	1/7/2024 to 27/11/2024

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

There have been no significant changes in activities of the PFA during the past year as we continue to pursue our key initiatives as outlined in our 2022-27 Strategic Plan.

A detailed record of the Federation's activities can be found in the annual report which will be presented to the Federal Council in September 2024 and uploaded to the Federation's website.

The PFA continues to monitor the hearings and activities of a range of Parliamentary Committees inquiries including:

- Australian Commission for Law Enforcement Integrity – Annual Report
- Parliamentary Joint Committee on Law Enforcement – Annual Report
- Department of Home Affairs – Annual Report
- National Anti-Corruption Commission Bill 2022 and the National Anti-Corruption Commission (Consequential and Transitional Provisions) Bill 2022
- Presumptive Workers' Compensation Provisions for First Responders – Stakeholder Consultation Submission
- Inquiry into Experience, Opportunities & Challenges for co-investment in multi-carrier regional mobile infrastructure (black spot issues)
- Treasury Employment White Paper
- Inquiry into community Safety, support services and job opportunities in the Northern Territory
- Challenges and Opportunities for law enforcement in addressing Australia's Illicit Drug Problem
- Inquiry into Criminal Activity & Law Enforcement during the COVID-19 Pandemic
- Intelligence Oversight & Other Legislation Amendment (Integrity Measures) Bill 2020

Police Federation of Australia

ABN: 31 384 184 778

Operating Report

For the Year Ended 30 June 2025

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

- Review of Surveillance Legislation Amendment (Identify & Disrupt) Bill 2020
- Security Legislation (Critical Infrastructure Protection) Bill 2022
- In-camera hearing by Parliamentary Joint Committee on Law Enforcement's Inquiry into Illicit Tobacco
- Mental Health & Suicide Prevention Inquiry
- Inquiry into Family Law Amendment (Federal Family Violence Orders) Bill 2021
- Inquiry into the Inadequacy & Efficacy of Australia's Anti-money Laundering & Counter-Terrorism Financing Regime
- 2021 Regional Telecommunications Review
- Telecommunication Legislation Amendment (Information Disclosure) Bill 2022
- Inquiry into the Perceptions and Status of Vocational Education and Training
- Paid Parental Leave Amendment (Improvements for Families and Gender Equality) Bill 2022
- Treasury's Review of Legislating the Objectives of Superannuation

We are also prioritising activities around:

- Superannuation;
- Salary Packaging;
- Member benefits programs;
- Member mental health & wellbeing;
- Industrial and other member entitlements;
- Research;
- Financial governance;
- Police recruitment and retention;
- The creation of a National Firearms Registry;
- Police Officer education and training;
- Member OH&S; and
- Equity and diversity of the police workforce.

No significant changes in the nature of the Federation's activities occurred during the financial year.

A review of the operations and the results of the Federation is performed in regular meetings of the Committee of Management. The Committee of Management believe that they have furthered the interests of its members throughout the year through the conducting of the Federation's principal activities.

The deficit for the Federation for the year ended 30 June 2025 was \$101,173 (2024: surplus of \$9,692) and the Committee of Management believe that the activities of the Federation have achieved their objectives for the financial year.

Significant changes in financial affairs

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

Police Federation of Australia

ABN: 31 384 184 778

Operating Report

For the Year Ended 30 June 2025

Right of members to resign

A member may resign from the membership of the Federation by notice in writing addressed and delivered to the Secretary of the member's Branch, Zone Secretary or Chief Executive Officer, as per Rule 11(b). In accordance with Section 174(1) of the RO Act, a member of the organisation may resign from membership by written notice addressed and delivered to a person designated for the purpose in the rules of the organisation or a branch of the organisation.

Officers or members who are superannuation fund trustee(s) 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

No officer or employee of the Federation acts:

- i) as a trustee of a superannuation entity or an exempt public sector superannuation scheme; or
- ii) as a director of a Company that is a trustee of a superannuation entity or an exempt public sector superannuation scheme.

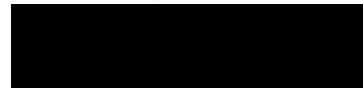
Number of members

There were 65,373 members of the Federation as at 30 June 2025 (2024: 65,020).

Number of employees

As at 30 June 2025 the Federation had 2 full-time equivalent employees (2024: 2).

Signed in accordance with a resolution of the Committee of Management:



Kevin Morton
President



Karl David
Treasurer

Dated: 2 September 2025

Police Federation of Australia

ABN: 31 384 184 778

Committee of Management Statement


For the Year Ended 30 June 2025


On 2 September 2025 the Committee of Management of the Police Federation of Australia ("the Federation") passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2025:

The Committee of Management declares that in its opinion:

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

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


Karl David
Treasurer


Kevin Morton
President

Dated: 2 September 2025

Police Federation of Australia

ABN: 31 384 184 778

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue from contracts with customers	3	1,276,102	1,281,633
Other income	3	8,081	15,652
		<u>1,284,183</u>	<u>1,297,285</u>
Employee benefits expense	4	(473,090)	(470,551)
Conference and meetings expenses		(199,019)	(194,491)
Depreciation expense		(95,763)	(105,307)
National Foundation expenses		(48,884)	(30,686)
Industrial Relations Campaign		(122,644)	(115,250)
Property expenses		(62,727)	(62,719)
Professional fees		(62,944)	(54,120)
Computer and web design costs		(62,573)	(63,018)
Consultancy and media fees		(156,721)	(115,110)
Bravery Award expenses		(26,212)	(8,385)
Subscription expenses		(24,321)	(21,970)
Other expenses		(50,458)	(45,986)
Result for the year		<u>(101,173)</u>	<u>9,692</u>
Other comprehensive income for the year			
Items that will not be reclassified to profit or loss			
Revaluation of property		-	850,954
Total comprehensive income/(loss) for the year		<u>(101,173)</u>	<u>860,646</u>

The accompanying notes form part of these financial statements.

Police Federation of Australia

ABN: 31 384 184 778

Statement of Financial Position

As at 30 June 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	1,014,091	1,014,656
Trade and other receivables	6	41,072	36,497
Prepayments		98,349	68,409
TOTAL CURRENT ASSETS		1,153,512	1,119,562
NON-CURRENT ASSETS			
Right-of-use assets	7	-	-
Property, plant and equipment	8	2,379,074	2,472,564
TOTAL NON-CURRENT ASSETS		2,379,074	2,472,564
TOTAL ASSETS		3,532,586	3,592,126
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	124,210	99,887
Employee benefits	10	208,236	191,642
TOTAL CURRENT LIABILITIES		332,446	291,529
NON-CURRENT LIABILITIES			
Employee benefits	10	1,246	530
TOTAL NON-CURRENT LIABILITIES		1,246	530
TOTAL LIABILITIES		333,692	292,059
NET ASSETS		3,198,894	3,300,067
EQUITY			
Reserves	11	1,423,028	1,423,028
Retained earnings		1,775,866	1,877,039
TOTAL EQUITY		3,198,894	3,300,067

The accompanying notes form part of these financial statements.

Police Federation of Australia

ABN: 31 384 184 778

Statement of Changes in Equity

For the Year Ended 30 June 2025

	Note	Retained Earnings \$	Asset Revaluation Reserve \$	Total \$
Balance at 1 July 2024		1,877,039	1,423,028	3,300,067
Result for the year		(101,173)	-	(101,173)
Balance at 30 June 2025		<u>1,775,866</u>	<u>1,423,028</u>	<u>3,198,894</u>
Balance at 1 July 2023		1,867,347	572,074	2,439,421
Result for the year		9,692	-	9,692
Revaluation adjustment	8(a)	-	850,954	850,954
Balance at 30 June 2024		<u>1,877,039</u>	<u>1,423,028</u>	<u>3,300,067</u>

The accompanying notes form part of these financial statements.

Police Federation of Australia

ABN: 31 384 184 778

Statement of Cash Flows

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from members		1,396,585	1,379,048
Other receipts		5,394	13,063
Payments to suppliers and employees		(1,403,448)	(1,284,481)
Interest received		3,177	3,777
Finance costs		-	(9)
Net cash provided by/(used in) by operating activities	17(a)	1,708	111,398
CASH FLOWS FROM INVESTING ACTIVITIES:			
Payments for plant and equipment		(2,273)	(84,942)
Proceeds from sale of assets		-	29,091
Net cash provided by/(used in) investing activities		(2,273)	(55,851)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Loan from/(to) related party		-	500,000
Payment of finance lease liabilities		-	(1,505)
Net cash provided by/(used in) financing activities		-	498,495
Net increase/(decrease) in cash and cash equivalents held		(565)	554,042
Cash and cash equivalents at beginning of year		1,014,656	460,614
Cash and cash equivalents at end of year	5	1,014,091	1,014,656

The accompanying notes form part of these financial statements.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(a) 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* (RO Act). For the purpose of preparing the general purpose financial statements, the Police Federation of Australia ("the Federation") 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 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. The financial statements are presented in Australian dollars.

(b) Comparative figures

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

(c) Revenue and other income

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

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

Revenue from contracts with customers

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

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

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(c) Revenue and other income

The revenue recognition policies for the principal revenue streams of the Federation are:

Membership services

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 Federation.

There is only one distinct membership service promised in the arrangement. Accordingly, the Federation recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect the Federation 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 Federation 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 Federation 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 Federation recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

For membership fees paid annually in advance, the Federation 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 branch subsequently purchases additional goods or services from the Federation at their standalone selling price, the Federation accounts for those sales as a separate contract with a customer.

Capitation fees

Where the Federation's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Federation recognises the capitation fees promised under that arrangement when or as it transfers services rendered.

In circumstances where the criteria for a contract with a customer are not met, the Federation will recognise capitation fees as income upon receipt.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(d) Capitation fees and levies paid

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

(e) 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 (ATO); 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 ATO is classified within operating cash flows.

(f) Income tax

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

(g) Cash and cash equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand, deposits held at call with bank, other short-term highly liquid investments with original maturity of three months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

(h) Financial instruments

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

Financial assets

Contract assets and receivables

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

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(h) Financial instruments

Financial assets

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).

Initial recognition and measurement

The Federation's financial assets include cash and cash equivalents and trade and other receivables.

The Federation's financial assets are classified as financial assets subsequently measured at amortised cost because 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.

The classification of financial assets is performed at an instrument level at initial recognition of the financial asset.

The Federation initially measures a financial asset at its fair value plus transaction costs. However contract assets and trade receivables that do not contain a significant financing component are measured at the transaction price as determined in accordance with the revenue policy.

Subsequent measurement

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

Derecognition

Financial assets are derecognised when the rights to receive cash flows from the asset have expired. For receivables and contract assets, the Federation directly reduces the gross carrying amount of a receivable or contract asset when it has no reasonable expectations of recovering the receivable or contract asset in its entirety or a portion thereof.

Offsetting

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

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(h) Financial instruments

Financial assets

Impairment

Expected credit losses (ECLs)

Debt instruments other than trade receivables

The Federation recognises an allowance for ECLs for all contract assets, receivables and any other financial assets measured at amortisation cost. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the reporting unit 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.

A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

Trade receivables and contract assets

For trade receivables that do not have a significant financing component, the Federation applies a simplified approach in calculating ECLs. Therefore, the Federation does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Federation has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

Financial liabilities

Initial recognition, measurement and presentation

The Federation's financial liabilities include trade and other payables, interest-bearing loans and borrowings.

The Federation's financial liabilities are classified as financial liabilities subsequently measured at amortised cost.

These financial liabilities are recognised initially at fair value and net of directly attributable transaction costs.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(h) Financial instruments

Financial liabilities

Subsequent measurement

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.

(i) Leases

Lessee accounting

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

Exceptions to lease accounting

The Federation has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Federation recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(j) Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits in the circumstances set up below. Liabilities for short-term employee benefits (as defined in AASB 119 Employee Benefits) and termination benefits which are expected to be settled within twelve months of the end of reporting period are measured at their nominal amounts.

The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability. Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Federation in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

(k) 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.

(l) Property, plant and equipment

Asset recognition threshold

Purchases of property, 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.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(l) Property, plant and equipment

Land and buildings

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.

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

Fixed asset class	Depreciation rate
Buildings	2.5%
Plant, equipment and furniture	7.5% - 33%
Motor Vehicles	15%

Derecognition

An item of property, 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 or loss.

(m) 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 the 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 Federation were deprived of the asset, its recoverable amount is its fair value.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information

(m) Impairment of non-financial assets

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.

(n) Fair value measurement

The Federation measures non-financial assets such as land and buildings, at fair value at each balance sheet date.

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

- 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 Federation. 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 the current use of the non-financial asset which is consistent with the 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.

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 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 Federation 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.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Critical Accounting Estimates and Judgements

Those charged with governance make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below:

Key estimates - property held at fair value

An independent valuation of property (land and buildings) carried at fair value was obtained effective 24 May 2024. The Committee of Management have reviewed this valuation and consider it to be appropriate for reflecting the fair value of the property as at the current balance date. The valuation is an estimation which would only be realised if the property is sold. Note 8(a) provides information on the valuation obtained.

Key estimates - useful lives of depreciable assets

Management reviews its estimate of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technical obsolescence that may change the utility of certain property, plant and equipment.

Key estimates - employee entitlements

As described in the accounting policies, employee provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

3 Revenue and other income

	2025	2024
	\$	\$
Revenue from contracts with customers		
<i>Revenue received from other reporting units</i>		
Australian Federal Police Association	77,813	77,870
Police Association of South Australia	90,631	90,650
Police Association of Tasmania	28,488	27,274
Police Association of Northern Territory	31,919	31,379
Police Association of Victoria	339,681	335,845
Other - Police Association of New Zealand	22,848	23,236
	<u>591,380</u>	<u>586,254</u>
<i>Revenue received from related parties</i>		
Police Association of New South Wales	315,569	328,058
Queensland Police Union	237,756	234,710
Western Australian Police Union	131,397	132,611
	<u>684,722</u>	<u>695,379</u>
	<u>1,276,102</u>	<u>1,281,633</u>
Other income		
Interest income	3,177	3,777
Other income	4,904	11,875
	<u>8,081</u>	<u>15,652</u>
	<u>1,284,183</u>	<u>1,297,285</u>

Disaggregation of revenue from contracts with customers

Revenue from contracts with customers has been disaggregated; the following table shows this breakdown:

Timing of revenue recognition		
- Over time	1,276,102	1,281,633
- At a point in time	-	-
Revenue from contracts with customers	<u>1,276,102</u>	<u>1,281,633</u>

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

4 Result for the period

The result for the period includes the following specific expenses

	Note	2025 \$	2024 \$
Employee benefits expense comprises:			
<i>Employees other than office holders*:</i>			
- Wages and salaries		386,653	382,971
- Superannuation		48,257	46,029
- Leave and other entitlements		17,311	20,009
- Other employee expenses (including fringe benefits taxes)		20,869	21,542
		<u>473,090</u>	<u>470,551</u>
Conference and meeting expenses		199,019	194,491

* There are no employees of the Federation that are elected to any Officer positions, as defined under the Fair Work (Registered Organisations) Act 2009.

5 Cash and cash equivalents

Cash at bank	1,014,091	1,014,656
--------------	-----------	-----------

6 Trade and other receivables

Trade receivables	41,072	36,497
Provision for impairment	(a) -	-
	<u>41,072</u>	<u>36,497</u>

(a) Impairment of receivables

The Federation applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all trade receivables. To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due. The expected credit losses incorporate forward looking information. There is no provision for impairment required at 30 June 2025 (2024: Nil).

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

6 Trade and other receivables

(b) Receivables from other reporting units

	2025	2024
	\$	\$
Australian Federal Police Association	1,100	-
Police Association of Tasmania	-	719
Receivables from other reporting units (net)	<u>1,100</u>	<u>719</u>

(c) Credit risk - Trade and Other Receivables

The following table details the Federation's trade and other receivables exposure to credit risk (prior to collateral and other credit enhancements) with ageing analysis and impairment provided for thereon. Amounts are considered as 'past due' when the debt has not been settled, within the terms and conditions agreed between the Federation and the customer or counter party to the transaction. Receivables that are past due are assessed for impairment by ascertaining solvency of the debtors and are provided for where there is objective evidence indicating that the debt may not be fully repaid to the Federation.

The balances of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality.

		Past due but not impaired (days overdue)			Within initial trade terms
	Gross amount	Past due and impaired	> 30	> 90	
	\$	\$	\$	\$	\$
2025					
Trade receivables	<u>41,072</u>	-	-	-	<u>41,072</u>
2024					
Trade receivables	<u>36,497</u>	-	-	719	<u>35,778</u>

There are no balances within trade receivables that contain assets that are not impaired and past due. It is expected that these balances will be received when due.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

7 Leases

Federation as a lessee

The Federation had leases over IT equipment. The lease has been fully repaid as at the end of the prior year.

Right-of-use assets

	Computer Equipment \$
Year ended 30 June 2025	
Balance at beginning of year	-
Depreciation charge	-
Balance at end of year	-

Year ended 30 June 2024	
Balance at beginning of year	1,403
Depreciation charge	(1,403)
Balance at end of year	-

Lease liabilities

	2025 \$	2024 \$
Current	-	-

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

7 Leases

Lease liabilities maturity analysis

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year	1 - 5 years	> 5 years	Total undiscounted lease liabilities	Lease liabilities included in this Balance Sheet
	\$	\$	\$	\$	\$
2025					
Lease liabilities	-	-	-	-	-
2024					
Lease liabilities	-	-	-	-	-

Statement of Profit or Loss and Other Comprehensive Income

The amounts recognised in the statement of profit or loss and other comprehensive income relating to leases where the Federation is a lessee are shown below:

	2025	2024
	\$	\$
Interest expense on lease liabilities	-	9
Depreciation of right-of-use assets	-	1,403
	-	1,412

Statement of Cash Flows

Total cash outflow for leases	-	1,515
-------------------------------	---	-------

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

8 Property, plant and equipment

	Note	2025 \$	2024 \$
Land and buildings			
At independent valuation	8(a)	2,340,000	2,340,000
Accumulated depreciation		(41,525)	-
		<u>2,298,475</u>	<u>2,340,000</u>
 Plant and equipment			
At cost		291,680	289,408
Accumulated depreciation		(271,410)	(229,914)
		<u>20,270</u>	<u>59,494</u>
 Motor vehicles			
At cost		84,941	84,941
Accumulated depreciation		(24,612)	(11,871)
		<u>60,329</u>	<u>73,070</u>
 Total property, plant and equipment		<u><u>2,379,074</u></u>	<u><u>2,472,564</u></u>

(a) Valuation of land and buildings

An independent valuation of 21 Murray Crescent, Griffith, ACT, was performed as at 24 May 2024. Management believe this valuation reflects the fair value of the property as at 30 June 2025. The original cost of the land and buildings was \$996,249.

The Federation obtains independent valuations for its land and buildings at least every three years. At the end of each reporting period, the Federation update their assessment of the fair value, taking into account the most recent independent valuation. The Committee determine value within a range of reasonable fair value estimates.

The best evidence of fair value is current prices in an active market for similar properties.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

8 Property, plant and equipment

(b) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Land and buildings \$	Plant, equipment and furniture \$	Motor Vehicles \$	Total \$
Year ended 30 June 2025				
Balance at the beginning of year	2,340,000	59,494	73,070	2,472,564
Additions	-	2,273	-	2,273
Depreciation expense	(41,525)	(41,497)	(12,741)	(95,763)
Balance at the end of the year	2,298,475	20,270	60,329	2,379,074
Year ended 30 June 2024				
Balance at the beginning of year	1,510,904	108,012	52,850	1,671,766
Additions	-	20,772	64,170	84,942
Revaluation increment	850,954	-	-	850,954
Disposals	-	-	(31,194)	(31,194)
Depreciation expense	(21,858)	(69,290)	(12,756)	(103,904)
Balance at the end of the year	2,340,000	59,494	73,070	2,472,564

9 Trade and other payables

	2025 \$	2024 \$
Trade payables	49,064	44,385
Other payables	75,146	55,502
	124,210	99,887

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

10 Employee benefits

	2025	2024
	\$	\$
CURRENT		
Annual leave	110,651	109,003
Long service leave	97,585	82,639
	<u>208,236</u>	<u>191,642</u>
NON-CURRENT		
Long service leave	<u>1,246</u>	<u>530</u>

(a) Total employee benefits attributable to:

Employees other than office holders*:

Annual leave	110,651	109,003
Long service leave	98,831	83,169
	<u>209,482</u>	<u>192,172</u>

**There are no employees of the Federation that are elected to any Officer positions as defined under the Fair Work (Registered Organisations) Act 2009.*

11 Reserves

Asset revaluation reserve

The asset revaluation reserve records fair value movements on property, plant and equipment held under the revaluation model.

Opening balance	1,423,028	572,074
Revaluation increment	-	850,954
	<u>1,423,028</u>	<u>1,423,028</u>

12 Financial risk management

The main risks Police Federation of Australia is exposed to through its financial instruments are credit risk and liquidity risk.

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

12 Financial risk management

The Federation's financial instruments consist mainly of deposits with banks, accounts receivable, related party loans, trade and other payables and lease liabilities.

The totals for each category of financial instruments, measured in accordance with AASB 9 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2025 \$	2024 \$
Financial Assets			
Cash and cash equivalents	5	1,014,091	1,014,656
Trade and other receivables	6	41,072	36,497
Total financial assets		1,055,163	1,051,153
Financial Liabilities			
Trade and other payables		101,470	83,579
Total financial liabilities		101,470	83,579

The table below reflects the undiscounted contractual maturity analysis for financial liabilities.

The timing of cash flows presented in the table to settle financial liabilities reflects the earliest contractual settlement dates and does not reflect management's expectations that banking facilities will be rolled forward. The amounts disclosed in the table are the undiscounted contracted cash flows and therefore the balances in the table may not equal the balances in the balance sheet due to the effect of discounting.

Financial liability maturity analysis - Non-derivative

	Within 1 year		> 1 year		Total	
	2025	2024	2025	2024	2025	2024
	\$	\$	\$	\$	\$	\$
Financial liabilities due for payment						
Trade and other payables	101,470	83,579	-	-	101,470	83,579
Total contractual outflows	101,470	83,579	-	-	101,470	83,579

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

12 Financial risk management

(a) Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Federation.

Credit risk arises from cash and cash equivalents and deposits with banks and financial institutions, as well as credit exposure to wholesale and retail customers, including outstanding receivables and committed transactions.

The Federation has adopted a policy of only dealing with creditworthy counterparties as a means of mitigating the risk of financial loss from defaults.

Trade receivables consist predominately of related party (branch) receivables. Ongoing credit evaluation is performed on the financial condition of accounts receivable.

Committee of Management considers that all the financial assets that are not impaired for each of the reporting dates under review are of good credit quality, including those that are past due.

The credit risk for liquid funds and other short-term financial assets is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

(b) Net income/(expenses) from financial assets

	2025	2024
	\$	\$
<i>Financial assets at amortised cost</i>		
Interest revenue	3,177	3,777
Interest expense	-	(9)

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

13 Fair Value Measurement

The table below shows the assigned level for each asset and liability held at fair value by the Federation:

	Level 1	Level 2	Level 3	Total
2025	\$	\$	\$	\$
Recurring fair value measurements				
Land and buildings	-	2,298,475	-	2,298,475

	Level 1	Level 2	Level 3	Total
2024	\$	\$	\$	\$
Recurring fair value measurements				
Land and buildings	-	2,340,000	-	2,340,000

Fair value measurements are performed in accordance with note 8(a).

14 Auditor's remuneration

	2025	2024
	\$	\$
Remuneration of the auditor Daley Audit, for:		
- financial statement audit services	23,950	23,300
- other services*	4,550	5,360
	<u>28,500</u>	<u>28,660</u>

*Other services are for accounting, tax and secretarial services.

15 Key Management Personnel Remuneration

Total remuneration paid to key management personnel of the Federation during the year were as follows:

Short-term benefits	298,892	309,616
Post-employment benefits	28,821	26,933
Other long term benefits	17,740	14,624
	<u>345,453</u>	<u>351,173</u>

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

16 Related party transactions

Related Parties

(a) Key management personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any office holder (whether executive or otherwise) of that entity is considered key management personnel.

For details of disclosures relating to key management personnel, refer to Note 15: Key Management Personnel Remuneration.

(b) Transactions with related parties

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

Capitation fees received from related parties are disclosed at note 3 and balances are disclosed in note 6(b).

Reimbursement of costs to and from other reporting units for travel:

	2025	2024
	\$	\$
Revenue		
Australian Federal Police Association	3,711	-
Police Association of South Australia	-	465
Police Association of Tasmania	943	-
Police Association of Northern Territory	2,658	-
The Police Association (Victoria)	2,027	-
Expenses		
Australian Federal Police Association	1,000	-
Police Association of South Australia	1,266	-
Police Association of Tasmania	436	1,879
Police Association of Northern Territory	10,818	-
The Police Association (Victoria)	2,041	1,220

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

16 Related party transactions

(b) Transactions with related parties

Reimbursement of costs to and from other related parties for travel:

	2025	2024
	\$	\$
Revenue		
Police Association of New South Wales	2,656	3,438
Queensland Police Union	4,105	2,295
Western Australia Police Union	1,265	-
Expenses		
Queensland Police Union	-	1,142
Western Australia Police Union	8,833	5,403
Receivables from related parties:		
Police Association of New South Wales	28,927	30,072
Payables to related parties:		
Queensland Police Union	1,597	-

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

17 Cash flow information

(a) Reconciliation of result for the period to cashflows from operating activities

	2025	2024
	\$	\$
Result for the year	(101,173)	9,692
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	95,763	105,307
- loss on disposal of plant and equipment	-	2,103
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	(4,575)	(29,925)
- (increase)/decrease in other assets	(29,940)	(13,326)
- increase/(decrease) in trade and other payables	24,323	16,925
- increase/(decrease) in employee provisions	17,310	20,622
Cashflow from operations	<u>1,708</u>	<u>111,398</u>

(b) Net cash flows from Reporting Units

Inflows

Australian Federal Police Association	88,576	85,657
Police Association of South Australia	99,694	100,226
Police Association of Tasmania	32,323	28,303
Police Association of Northern Territory	38,035	535,517
Police Association of Victoria	375,880	368,403
	<u>634,508</u>	<u>1,118,106</u>

Police Federation of Australia

ABN: 31 384 184 778

Notes to the Financial Statements

For the Year Ended 30 June 2025

17 Cash flow information

(b) Net cash flows from Reporting Units

	2025	2024
	\$	\$
Outflows		
Australian Federal Police Association	1,100	-
Police Association of South Australia	1,393	-
Police Association of Tasmania	480	-
Police Association of Northern Territory	11,899	-
Police Association of Victoria	2,245	-
	<u>17,117</u>	<u>-</u>

18 Contingent liabilities

In the opinion of the Committee of Management, the Federation did not have any contingencies at 30 June 2025 (30 June 2024: None).

19 Events after the end of the Reporting Period

The financial report was authorised for issue by the Committee of Management on 2 September 2025.

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 Federation, the results of those operations, or the state of affairs of the Federation in subsequent financial periods.

20 Section 272 Fair Work (Registered Organisations) Act 2009

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

Information to be provided to members or the General Manager:

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

Police Federation of Australia

ABN: 31 384 184 778

Officer Declaration Statement

For the Year Ended 30 June 2025

I, Kevin Morton, being the President, and Karl David, being the Treasurer of the Police Federation of Australia, declare that the following activities did not occur during the reporting period ending 30 June 2025 (including the comparative).

The reporting unit did not:

- agree to receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- 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 periodic or membership subscriptions
- ~~receive capitation fees or any other revenue amount from another reporting unit~~
- receive revenue via compulsory levies
- receive donations or grants
- receive revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees or any other expense to another reporting unit
- pay affiliation fees to other entity
- pay compulsory levies
- pay a grant that was \$1,000 or less
- pay a grant that exceeded \$1,000
- pay a donation that was \$1,000 or less
- pay a donation that exceeded \$1,000
- pay wages and salaries to holders of office
- pay superannuation to holders of office
- pay leave and other entitlements to holders of office
- pay separation and redundancy to holders of office
- pay other employee expenses to holders of office
- ~~pay wages and salaries to employees (other than holders of office)~~
- ~~pay superannuation to employees (other than holders of office)~~
- ~~pay leave and other entitlements to employees (other than holders of office)~~
- pay separation and redundancy to employees (other than holders of office)
- ~~pay other employee expenses to employees (other than holders of office)~~
- pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit
- ~~incur expenses due to holding a meeting as required under the rules of the organisation~~
- pay legal costs relating to litigation
- pay legal costs relating to other legal matters
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- ~~have a receivable with other reporting unit(s)~~
- have a payable with other reporting unit(s)
- have a payable to an employer 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
- have an annual leave provision in respect of holders of office


Police Federation of Australia

ABN: 31 384 184 778

Officer Declaration Statement

For the Year Ended 30 June 2025

- have a long service leave provision in respect of holders of office
- have a separation and redundancy provision in respect of holders of office
- have other employee provisions in respect of holders of office
- ~~have an annual leave provision in respect of employees (other than holders of office)~~
- ~~have a long service leave provision in respect of employees (other than holders of office)~~
- have a separation and redundancy provision in respect of employees (other than holders of office)
- have other employee provisions in respect of employees (other than holders of office)
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- ~~have a balance within the general fund~~
- ~~provide cash flows to another reporting unit and/or controlled entity~~
- ~~receive cash flows from another reporting unit and/or controlled entity~~
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit



Kevin Morton
President



Karl David
Treasurer

Dated: 2 September 2025

Police Federation of Australia

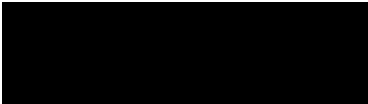
ABN: 31 384 184 778

Report required under subsection 255(2A)

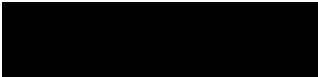
For the Year Ended 30 June 2025

The Committee of Management presents the expenditure report as required under subsection 255(2A) on the Federation for the year ended 30 June 2025.

Categories of Expenses	2025 \$	2024 \$
Remuneration and other employment-related costs and expenses - employees	473,090	470,551
Advertising	-	-
Operating costs	816,503	709,620
Donations to political parties	-	-
Legal costs	-	-



Kevin Morton
President



Karl David
Treasurer

Dated: 2 September 2025

Independent Audit Report to the members of Police Federation of Australia

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Police Federation of Australia ("the Federation"), which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year ended 30 June 2025, notes to the financial statements, including material accounting policy information, the committee of management statement, the report required under subsection 255(2A) and the officer declaration statement.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Federation as at 30 June 2025, and its financial performance and its cash flows for the year ended on that date in accordance with:

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

We declare that management's use of the going concern basis in the preparation of the financial statements of the Federation is appropriate.

Basis for Opinion

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

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

Information Other than the Financial Report and Auditors Report Thereon

The Committee of Management are responsible for the other information. The other information comprises any information that does not form part of the financial report, as defined in the Opinion section of this Independent Audit Report for the year ended 30 June 2025, but does not include the financial report and our auditor's report thereon.

37.

Wollongong

PO Box 333
Wollongong NSW 2520

☎ 02 4229 6477

✉ wollongong@daley.com.au

Bowral

PO Box 1032
Bowral NSW 2576

☎ 02 4862 1082

✉ bowral@daley.com.au

Sydney

PO Box 903
Sydney NSW 2001

☎ 02 8236 8177

✉ sydney@daley.com.au

💻 daley.com.au

ABN 43 152 844 291

Liability limited by a
Scheme approved under
Professional Standards
Legislation



Independent Audit Report to the members of Police Federation of Australia

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

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

Responsibilities of Committee of Management for the Financial Report

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

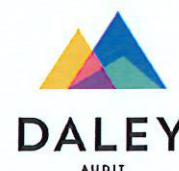
In preparing the financial report, the Committee of Management are responsible for assessing the Federation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Committee of Management either intend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

Auditor's Responsibilities for the Audit of the Financial Report

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

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

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




Independent Audit Report to the members of Police Federation of Australia

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

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

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

Daley Audit
Daley Audit


Stephen Milgate
Partner

Registration Number (as registered under the RO Act): AA 2017/127

Wollongong

Dated: 2 September 2025

Liability limited by a scheme approved under Professional Standards Legislation.