



9 December 2025

Gerard Hayes
Branch Secretary
Health Services Union-New South Wales/Australian Capital Territory/Queensland Branch
Sent via email: Finance@hsu.asn.au
CC: Bhanger@nexiasydney.com.au

Dear Gerard Hayes

**Health Services Union-New South Wales/Australian Capital Territory/Queensland Branch
Financial Report for the year ended 30 June 2025 – (FR2025/143)**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Health Services Union-New South Wales/Australian Capital Territory/Queensland Branch (reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 27 November 2025.

The financial report has now been filed.

The financial report was filed based on a primary review. This involved confirming that the financial reporting timelines required under sections 253, 265, 266 and 268 of the *Fair Work (Registered Organisations) Act 2009* (RO Act) have been satisfied, all documents required under section 268 of the RO Act were lodged and that various disclosure requirements under the Australian Accounting Standards, RO Act and reporting guidelines have been complied with. A primary review does not examine all disclosure requirements.

Please note that the financial report for the year ending 30 June 2026 may be subject to an advanced compliance review.

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

Non-compliance with previous request

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 error has appeared in the current report, namely auditor's statement should refer to committee of management statement.

The scope of the auditor's statement on the full financial report should include the committee of management statement (RO Act subsection 253(2)(c) and item 24 of the reporting guidelines). The lodged auditor's report didn't refer to the committee of management statement. The reporting unit provided the Commission on 3 December 2025 with a written statement from the auditor to confirm that the committee of management was included in the scope of the audit.

The Commission aims to assist reporting units in complying with their obligations under the RO Act and reporting guidelines by providing advice about the errors identified in financial reports. Please ensure in future years that this is amended accordingly.

Audit scope to include subsection 255(2A) report

A general purpose financial report prepared under section 253 of the RO Act also includes the expenditure report required to be prepared under subsection 255(2A) as prescribed by reporting guideline 21. Please note that the subsection 255(2A) report must be identified by title in the auditor's statement in accordance with paragraph 24(c) of Australian Auditing Standard ASA 700 *Forming an Opinion and Reporting on a Financial Report*.

A subsection 255(2A) report was included in the copy of the documents lodged with the Commission, but the auditor did not refer to the statement in the auditor's statement. The auditor advised the Commission on 8 December 2025 that the subsection 255(2A) report was included in the audit scope and audited. He also advised that no issues were identified with the report.

Please ensure in future that auditor's statement includes reference to the subsection 255(2A) report.

Rotation of registered auditor

You must rotate your registered auditor

Correspondence was provided to the reporting unit on 17 June 2025, which alerted you that your registered auditor is approaching their statutory limit on how many consecutive financial years they are permitted to audit your financial report. The financial report lodged identifies that Brett Hanger was the reporting unit's registered auditor for this financial year. Our records indicate that you have now used your current registered auditor for five consecutive financial years, which is the statutory limit under section 256A.

Please ensure that Brett Hanger is not assigned to audit the financial report of the reporting unit for at least the following two financial years. Further information on the rotation of registered auditor requirement can be found via [this link](#).

Reference to the Commissioner of the Registered Organisations Commission

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

I note that item (e)(v) of the committee of management statement refers to the Commissioner instead of the General Manager of the Fair Work Commission.

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

Health Services Union NSW Branch

ABN 93 728 534 595

Financial Statements - 30 June 2025

Health Services Union NSW Branch
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30 June 2025

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HEALTH SERVICES UNION NSW BRANCH
ABN 93 728 534 595

s.268 Fair Work (Registered Organisations) Act 2009
**CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER
FOR THE YEAR END 30 JUNE 2025**

I, Lynne Russell being the Assistant Secretary/Treasurer of the Health Services Union NSW Branch certify:

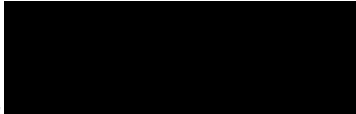
- that the documents lodged herewith are copies of the full report for the Health Services Union NSW Branch for the period ended referred to in s.268 of the Fair Work (Registered Organisations) Act 2009;
- that the full report was provided to members of the reporting unit on 28th August 2025 : and
- that the full report was presented to a meeting of the Branch Council of the reporting unit on 27 August 2025 (first meeting) and again on 26th November 2025 (second meeting) in accordance with s.266 of the Fair Work (Registered Organisations) Act 2009.

Signature of designated officer

Name of designated officer

Title of designated officer

Dated:



Lynne Russell

Assistant Secretary / Treasurer

26. 11. 25

Health Services Union NSW Branch
Report required under subsection 255(2A)
30 June 2025

HEALTH SERVICES UNION NSW BRANCH
ABN 93 728 534 595

REPORT REQUIRED UNDER SUBSECTION 255(2A)
FOR THE YEAR ENDED 30 JUNE 2025

The Branch Council presents the expenditure report as required under subsection 255(2A) 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	2,378,994	2,141,784
Donations to political parties	-	-
Legal costs	-	-

Signature of designated officer



Name of designated officer

Lynne Russell

Title of designated officer

Assistant Secretary / Treasurer

Dated:

27-8-25

Health Services Union NSW Branch
Operating report
30 June 2025

The Branch Council presents its operating report on Health Services Branch NSW Branch for the financial year ended 30 June 2025.

Committee members

The following persons were Officers of Health Services Union NSW Branch during all or part of the year ending at 30 June 2025:

Name	Position	Status
Mark Sterrey	Branch President	Re-elected 4 August 2022
Lindy Twyford	Branch Senior Vice President	Re-elected 4 August 2022
	Member of Audit & Finance Committee	
Tess Oxley	Branch Junior Vice President	Elected 4 August 2022
Gerard Hayes	Branch Secretary	Re-elected 4 August 2022
Lynne Russell	Branch Assistant Secretary/Treasurer	Re-elected 4 August 2022
Lauren Hutchins	Branch Assistant Secretary	Elected 4 August 2022
Bryan Billington	Ordinary Member of Branch Committee	Appointed to BCOM 31 October 2023
	Member of Branch Council (Western NSW LHD)	Re-elected 4 August 2022
Doris Borg	Ordinary Member of Branch Committee	Elected 4 August 2022
Kim Hadson	Ordinary Member of Branch Committee	Re-elected 4 August 2022
	Member of Branch Council (Western NSW LHD)	
Helen Platt	Ordinary Member of Branch Committee	Elected 4 August 2022
	Member of Branch Council (Western NSW LHD)	Appointed 31 October 2023
Melissa Todhunter	Ordinary Member of Branch Committee	Re-elected 4 August 2022
Robert Aney	Member of Branch Council (Sydney LHD)	Re-elected 4 August 2022
	Member of Audit & Finance Committee	Appointed 29 February 2024
Michael Callinan	Member of Branch Council (Ambulance)	Re-elected 4 August 2022
	Member of Audit & Finance Committee	
Gillian Kay-Powers	Member of Branch Council (Illawarra-Shoalhaven LHD)	Re-elected 4 August 2022
	Member of Audit & Finance Committee	Resigned 8 April 2025
Michael Twyford	Member of Union Council (Illawarra-Shoalhaven LHD)	Appointed 1 July 2025
Toni Winters	Member of Branch Council (Mid North Coast LHD)	Re-elected 4 August 2022
	Member of Audit & Finance Committee	
Morris Coffey	Member of Branch Council (Private Hospitals)	Elected 4 August 2022
	Member of Audit & Finance Committee	Elected to A&F on 1 July 2025
Alison Curry	Member of Branch Council (Aged Care)	Elected 4 August 2022
Virginia Ellis	Member of Branch Council (Aged Care)	Elected 4 August 2022
Debbie Everett	Member of Branch Council (Far West LHD)	Elected 4 August 2022
Kylie Ann Fish	Member of Branch Council (Southern NSW LHD)	Appointed 27 February 2024
		Resigned 27 March 2025
Elouize Hart	Member of Branch Council (Nepean Blue Mountains LHD)	Appointed 27 February 2024
Edalina Hondros	Member of Branch Council (South Western LHD)	Re-elected 4 August 2022
Paul Jones	Member of Branch Council (Aged Care)	Elected 4 August 2022
		Resigned 1 November 2024
Renee Jones	Member of Branch Council (Central Coast LHD)	Elected 4 August 2022
Jeffrey Knee	Member of Branch Council (Hunter New England LHD)	Re-elected 4 August 2022
John Lawrence	Member of Branch Council (Western Sydney LHD)	Re-elected 4 August 2022
Craig Pepper	Member of Branch Council (Hunter New England LHD)	Appointed 26 November 2024
Donna Russell	Member of Branch Council (Non Public Sector Aged Care)	Re-elected 1 November 2024
Bruce Rowling	Member of Branch Council (Northern Sydney LHD)	Re-elected 4 August 2022
Tim Salutos	Member of Branch Council (South Eastern Sydney LHD)	Elected 4 August 2022
		Resigned 1 November 2024
William Woods	Member of Union Council (South Eastern Sydney LHD)	Appointed 26 November 2024
Sharon Seaton	Member of Branch Council (Murrumbidgee LHD)	Elected 4 August 2022
Link Smith	Member of Branch Council (Norther NSW LHD)	Appointed 31 October 2023
Tina Gock-Young	Member of Branch Council (Western Sydney LHD)	Appointed 31 October 2023
Leigh Bush	Member of Branch Council (ACT)	Re-elected 4 August 2022
Michael Grayson	Branch Delegate to National Council	Appointed 31 October 2023
Dustin Halse	Branch Delegate to National Council	Appointed 31 October 2023

Health Services Union NSW Branch
Operating report
30 June 2025

Principal activities

The principal activity of Health Services Union NSW Branch during the financial year was that of a registered trade union. No significant change occurred in the nature of those activities during the period.

Significant changes in financial affairs

No significant change to the financial affairs occurred during the year.

Right of members to resign

Subject to the rules of the organisation and Section 174 of the Fair Work (Registered Organisations) Act 2009, members have the rights to resign from membership of the organisation by written notice addressed to and delivered to the secretary of the organisation.

Officers & employees 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.

Officer/Employee	Trustee Company	Entity/Scheme	Period
Angela Nigro	Aware Super Pty Ltd (formerly FSS Trustee Corporation)	Aware Super (formerly First State Superannuation Scheme)	1 July 2024 to 30 June 2025

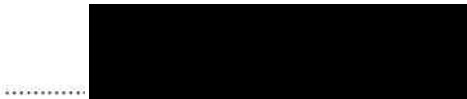
Number of members

The number of persons that were at the end of the year recorded in the register of members of Section 230 of the Fair Work (Registered Organisations) Act 2009 and who were taken to be members of the registered organisation under Section 244 of the Fair Work (Registered Organisations) Act 2009 was 54,672 (2024: 51,286).

Number of employees

The number of persons who were at the end of the financial period employees of the organisation including both full and part-time employees measured on a full-time equivalent basis was 122 (2024: 112). Employees hold joint positions with the Health Services Union NSW (HSU NSW) a Union registered under the Industrial Relations Act 1996 (NSW), and by agreement between the Branch and the HSU NSW salary and conditions of employment are provided by the HSU NSW.

Signature of designated officer:



Name of designated officer:

Lynne Russell

Title of designated officer:

Assistant Secretary/Treasurer

Dated:

27-8-25

HEALTH SERVICES UNION NSW BRANCH
ABN 93 728 534 595

COMMITTEE OF MANAGEMENT STATEMENT
FOR THE YEAR ENDED 30 JUNE 2025

On 27th Aug 2025 the Branch Council of Health Services Union NSW Branch passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2025:

The Branch Council 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 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 Branch Council and Branch Committee of Management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - (iv) where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - (v) where information has been sought in any request by a member of the reporting unit or 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.

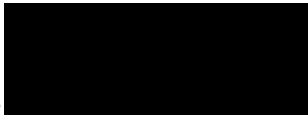
This declaration is made in accordance with a resolution of the Branch Council.

Signature of designated officer

Name of designated officer

Title of designated officer

Dated:



Lynne Russell

Assistant Secretary / Treasurer

27.8.25

Health Services Union NSW Branch
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue from contracts with customers			
Membership subscriptions		1,156,375	1,041,292
Capitation fees and other revenue from another reporting unit	3	1,292,310	1,184,677
Levies	4	-	-
Grants and donations	5	-	-
Expenses			
Employee expenses	6	-	-
Capitation fees and other expense to another reporting unit	7	(1,021,603)	(935,485)
Affiliation fees	8	(324,792)	(294,487)
Administration expenses	9	(20,381)	(10,790)
Finance costs	10	(6,010)	(3,622)
Service fee	21	(1,000,000)	(880,000)
Audit fees		(18,072)	(17,400)
Surplus for the year		57,827	84,185
Other comprehensive income for the year		-	-
Total comprehensive income for the year		<u>57,827</u>	<u>84,185</u>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Health Services Union NSW Branch
Statement of financial position
As at 30 June 2025

	Note	2025 \$	2024 \$
Assets			
Current assets			
Cash and cash equivalents	11	705,769	642,125
Trade and other receivables	12	-	-
Other assets	13	357,859	320,612
Total current assets		<u>1,063,628</u>	<u>962,737</u>
Total assets		<u>1,063,628</u>	<u>962,737</u>
Liabilities			
Current liabilities			
Trade and other payables	14	22,860	20,681
Contract liabilities	15	345,506	304,621
Total current liabilities		<u>368,366</u>	<u>325,302</u>
Total liabilities		<u>368,366</u>	<u>325,302</u>
Net assets		<u>695,262</u>	<u>637,435</u>
Equity			
Retained earnings	18	<u>695,262</u>	<u>637,435</u>
Total equity		<u>695,262</u>	<u>637,435</u>

The above statement of financial position should be read in conjunction with the accompanying notes

Health Services Union NSW Branch
Statement of changes in equity
For the year ended 30 June 2025

	Retained earnings \$	Total equity \$
Balance at 1 July 2023	553,250	553,250
Surplus for the year	84,185	84,185
Other comprehensive income for the year	-	-
Total comprehensive income for the year	<u>84,185</u>	<u>84,185</u>
Balance at 30 June 2024	<u><u>637,435</u></u>	<u><u>637,435</u></u>
	Retained earnings \$	Total equity \$
Balance at 1 July 2024	637,435	637,435
Surplus for the year	57,827	57,827
Other comprehensive income for the year	-	-
Total comprehensive income for the year	<u>57,827</u>	<u>57,827</u>
Balance at 30 June 2025	<u><u>695,262</u></u>	<u><u>695,262</u></u>

The above statement of changes in equity should be read in conjunction with the accompanying notes

Health Services Union NSW Branch
Statement of cash flows
For the year ended 30 June 2025

	Note	2025 \$	2024 \$
Cash flows from operating activities			
Receipts from customers (inclusive of GST)		1,417,052	1,142,963
Receipts from other reporting units (inclusive of GST)	19	1,306,243	1,309,104
Payments to suppliers and employees (inclusive of GST)		(19,879)	(31,009)
Payments to other reporting units (inclusive of GST)	19	<u>(2,633,762)</u>	<u>(2,328,793)</u>
		69,654	92,265
Interest and other finance costs paid		<u>(6,010)</u>	<u>(3,622)</u>
Net cash from operating activities	19	<u>63,644</u>	<u>88,643</u>
Net cash from investing activities		<u>-</u>	<u>-</u>
Net cash from financing activities		<u>-</u>	<u>-</u>
Net increase in cash and cash equivalents		63,644	88,643
Cash and cash equivalents at the beginning of the financial year		<u>642,125</u>	<u>553,482</u>
Cash and cash equivalents at the end of the financial year	11	<u><u>705,769</u></u>	<u><u>642,125</u></u>

The above statement of cash flows should be read in conjunction with the accompanying notes

Note 1. Material accounting policy information

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

The accounting policies that are material to the Branch are set out below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

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

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

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 Organisations) Act 2009. For the purpose of preparing the general purpose financial statements, the Health Services Union NSW Branch is a not-for-profit entity.

Historical cost convention

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss, financial assets at fair value through other comprehensive income, investment properties, certain classes of property, plant and equipment and derivative financial instruments. 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.

Going concern

Health Services Union NSW Branch is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

Health Services Union NSW Branch has not agreed to provide financial support to another reporting unit to ensure they can continue on a going concern basis.

Comparative amounts

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

Revenue recognition

The Branch recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the Branch is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Branch: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Note 1. Material accounting policy information (continued)

Sale of goods

Revenue from the sale of goods is recognised at the point in time when the customer obtains control of the goods, which is generally at the time of delivery.

Rendering of services

Revenue from a contract to provide services is recognised over time as the services are rendered based on either a fixed price or an hourly rate.

Membership subscriptions

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of the Branch.

If there is only one distinct membership service promised in the arrangement, the 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 Branch's promise to stand ready to provide assistance and support to the member as required.

If there is more than one distinct good or service promised in the membership subscription, the 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 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 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 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 Branch at their standalone selling price, the Branch accounts for those sales as a separate contract with a customer.

Capitation fees

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

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

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Income tax

As the Branch is a tax exempt institution in terms of subsection 50-10 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax. The Branch however still has an obligation for Fringe Benefits Tax (**FBT**) and the Goods and Services Tax (**GST**).

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

Note 1. Material accounting policy information (continued)

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the Branch's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the Branch's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no right at the end of the reporting period to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Cash and cash equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents 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

Trade and other payables

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

Contract liabilities

Contract liabilities represent the Branch's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the Branch recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the Branch has transferred the goods or services to the customer.

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Branch for the annual reporting period ended 30 June 2025. The Branch has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

Note 2. Events after the reporting period

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the Branch's operations, the results of those operations, or the Branch's state of affairs in future financial years.

Health Services Union NSW Branch
Notes to the financial statements
30 June 2025

Note 3. Capitation fees and other revenue from another reporting unit

	2025 \$	2024 \$
Capitation fees - HSU NSW	978,605	897,468
Other revenue from another reporting unit - HSU NSW	313,705	287,209
	<u>1,292,310</u>	<u>1,184,677</u>
Total capitation fees and other revenue from another reporting unit	<u>1,292,310</u>	<u>1,184,677</u>

Disaggregation of revenue

The disaggregation of capitation fees and other revenue is as follows:

	2025 \$	2024 \$
<i>Geographical regions</i>		
Australia	<u>1,292,310</u>	<u>1,184,677</u>

Note 4. Levies

	2025 \$	2024 \$
Levies	<u>-</u>	<u>-</u>

Note 5. Grants and donations

	2025 \$	2024 \$
Grants	-	-
Donations	<u>-</u>	<u>-</u>
Total grants and donations	<u>-</u>	<u>-</u>

Note 6. Employee expenses

Holders of office:

	2025 \$	2024 \$
Wages and salaries	-	-
Leave and other entitlements	-	-
Separation and redundancies	-	-
Superannuation	-	-
Other employee expenses	<u>-</u>	<u>-</u>
Subtotal employee expenses holders of office	<u>-</u>	<u>-</u>

Employees other than office holders:

Health Services Union NSW Branch
Notes to the financial statements
30 June 2025

Note 6. Employee expenses (continued)

	2025 \$	2024 \$
Wages and salaries	-	-
Superannuation	-	-
Leave and other entitlements	-	-
Separation and redundancies	-	-
Other employee expenses	-	-
	<hr/>	<hr/>
Subtotal employee expenses employees other than office holders	-	-
	<hr/> <hr/>	<hr/> <hr/>
Total employee expenses	-	-
	<hr/> <hr/>	<hr/> <hr/>

Note 7. Capitation fees and other expense to another reporting unit

	2025 \$	2024 \$
Health Services Union National Office	1,021,603	935,485
Other expense to another reporting unit-Health Services Union National Office	-	-
	<hr/>	<hr/>
Total capitation fees and other expense to another reporting unit	1,021,603	935,485
	<hr/> <hr/>	<hr/> <hr/>

Note 8. Affiliation fees

	2025 \$	2024 \$
Affiliation fees - ACTU	324,792	294,487
	<hr/> <hr/>	<hr/> <hr/>

Note 9. Administration expenses

	2025 \$	2024 \$
Consideration to employers for payroll deductions	-	-
Compulsory levies	-	-
Fees/allowances - meeting and conferences	-	-
Conference and meeting expenses	20,279	-
Printing and stationery	-	-
Consultants, bookkeeping and labour hire	-	-
Other	102	10,790
Operating lease rentals:		
- Minimum lease payments	-	-
	<hr/>	<hr/>
Total administration expenses	20,381	10,790
	<hr/> <hr/>	<hr/> <hr/>

Grants or donations

Health Services Union NSW Branch
Notes to the financial statements
30 June 2025

Note 9. Administration expenses (continued)

	2025 \$	2024 \$
Grants:		
Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-
Donations:		
Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-
	<hr/>	<hr/>
Total grants or donations	-	-
	<hr/> <hr/>	<hr/> <hr/>

Legal costs

	2025	2024
Litigation	-	-
Other legal matters	-	-
	<hr/>	<hr/>
Total legal costs	-	-
	<hr/> <hr/>	<hr/> <hr/>

Other expenses

	2025 \$	2024 \$
Penalties - via RO Act or RO Regulations	-	-
Total other expenses	-	-
	<hr/> <hr/>	<hr/> <hr/>

Note 10. Finance costs

	2025 \$	2024 \$
Bank charges	6,010	3,622
	<hr/>	<hr/>
Total finance costs	6,010	3,622
	<hr/> <hr/>	<hr/> <hr/>

Note 11. Cash and cash equivalents

	2025 \$	2024 \$
<i>Current assets</i>		
Cash at bank	705,769	642,125
	<hr/> <hr/>	<hr/> <hr/>

Health Services Union NSW Branch
Notes to the financial statements
30 June 2025

Note 12. Trade and other receivables

Receivables from other reporting units

	2025	2024
	\$	\$
<i>Current assets</i>		
Receivable from other reporting units - Health Services Union NSW	-	-
Less: Allowance for expected credit losses	-	-
	<u>-</u>	<u>-</u>
Total trade and other receivables (net)	<u><u>-</u></u>	<u><u>-</u></u>

Note 13. Other assets

	2025	2024
	\$	\$
<i>Current assets</i>		
Accrued revenue	14,393	12,410
Prepayments - HSU National Office capitation & affiliation fees	343,466	308,202
	<u>357,859</u>	<u>320,612</u>
	<u><u>357,859</u></u>	<u><u>320,612</u></u>

Note 14. Trade and other payables

Current liabilities

	2025	2024
	\$	\$
Payable to other reporting units		
Payable to other reporting units - Health Services Union National Office	-	-
Subtotal payables to other reporting units	<u>-</u>	<u>-</u>
Trade payables	<u>-</u>	<u>-</u>
Total trade payables	<u><u>-</u></u>	<u><u>-</u></u>

	2025	2024
	\$	\$
Other payables		
Accrued expenses	17,900	17,380
GST payable	4,960	3,301
Consideration to employers for payroll deductions	-	-
Litigation and other legal costs	<u>-</u>	<u>-</u>
Total other payables	<u><u>22,860</u></u>	<u><u>20,681</u></u>

Health Services Union NSW Branch
Notes to the financial statements
30 June 2025

Note 15. Contract liabilities

	2025 \$	2024 \$
<i>Current liabilities</i>		
Contract liabilities	<u>345,506</u>	<u>304,621</u>
<i>Reconciliation</i>		
Reconciliation of the written down values at the beginning and end of the current and previous financial year are set out below:		
Opening balance	304,621	303,007
Payments received in advance	345,506	304,621
Transfer to revenue - included in the opening balance	<u>(304,621)</u>	<u>(303,007)</u>
Closing balance	<u>345,506</u>	<u>304,621</u>

Note 16. Provisions

Employee provisions

	2025 \$	2024 \$
Office holders		
Annual leave	-	-
Long service leave	-	-
Separation and redundancies	-	-
Other	-	-
Subtotal employee provisions - office holders	<u>-</u>	<u>-</u>
Employees other than office holders:		
Annual leave	-	-
long service leave	-	-
Separation and redundancies	-	-
Other	-	-
Subtotal employees provisions-employees other than office holders	<u>-</u>	<u>-</u>
Total employee provisions	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>
<i>Current</i>	-	-
<i>Non-current</i>	<u>-</u>	<u>-</u>
Total employee provisions	<u>-</u>	<u>-</u>

Health Services Union NSW Branch
Notes to the financial statements
30 June 2025

Note 17. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by Nexia Sydney Audit Pty Ltd, the auditor of the Branch:

	2025 \$	2024 \$
<i>Audit services - Nexia Sydney Audit Pty Ltd</i>		
Audit of the financial statements	13,200	12,800
<i>Other services - Nexia Sydney Audit Pty Ltd</i>		
Preparation of financial statements	4,700	4,600
	<u>17,900</u>	<u>17,400</u>

Note 18. Retained earnings

	2025 \$	2024 \$
Retained earnings at the beginning of the financial year	637,435	553,250
Surplus for the year	57,827	84,185
Retained earnings at the end of the financial year	<u>695,262</u>	<u>637,435</u>

Note 19. Reconciliation of surplus to net cash from operating activities

	2025 \$	2024 \$
Surplus for the year	57,827	84,185
Change in operating assets and liabilities:		
Change in other assets	(37,247)	4,582
Change in deferred revenue and other payables	43,064	(124)
Net cash from operating activities	<u>63,644</u>	<u>88,643</u>

Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:

	2025 \$	2024 \$
Cash and cash equivalents	<u>705,769</u>	<u>642,125</u>

Health Services Union NSW Branch
Notes to the financial statements
30 June 2025

Note 19. Reconciliation of surplus to net cash from operating activities (continued)

Cash inflows

Health Services Union NSW (inc GST)	1,306,243	1,309,104
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Cash outflows

HSU National (inc GST)	1,528,512	1,358,007
Health Services Union NSW (inc GST)	1,105,250	970,786
Total	<u>2,633,762</u>	<u>2,328,793</u>

Note 20. Key management personnel disclosures

The elected officers of the Health Services Union NSW Branch are detailed on Council's report. These are the key management personnel who are, directly or indirectly, responsible for planning, directing and controlling the activities of the entity.

No member of management receives any remuneration for their services in this regard.

Note 21. Related party transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 20.

Transactions with related parties

The following transactions occurred with related parties:

	2025 \$	2024 \$
Sale of goods and services:		
Reimbursement of capitation fees, ACTU affiliation fees and levies from HSU NSW	1,324,458	1,188,673
Reimbursement of membership contribution received in HSU NSW bank account transferred to HSU NSW Branch	745	1,422
Payment for goods and services:		
Payment for services from HSU NSW	1,000,000	880,000
Capitation and ACTU affiliation fees charged by HSU National office	1,381,658	1,234,552
Payment for National Council conference expenses to HSU National Office from HSU NSW Branch	7,899	-
Payment for National Council conference expenses to HSU NSW from HSU NSW Branch	12,370	-
Reimbursement of membership contribution received in HSU NSW Branch bank account transferred to HSU NSW	443	2,533

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Terms and conditions of transactions with related parties

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 30 June 2025, the Health Services Union NSW Branch has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body. This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.

Note 22. Financial instruments

Financial risk management objectives

The main risks Health Services Union NSW Branch is exposed to through its financial instruments are credit risk, liquidity risk and market risk consisting of interest rate risk and price risk.

The Branch's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivable and payable.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	2025	2024
	\$	\$
Financial assets		
Cash and cash equivalents	705,769	642,125
Other receivables	357,859	320,612
Total financial assets	<u>1,063,628</u>	<u>962,737</u>
Financial liabilities		
<i>Financial liabilities at amortised cost</i>		
Trade and other payables	22,860	20,681
Total financial liabilities	<u>22,860</u>	<u>20,681</u>

Financial risk management policies

The Council has overall responsibility for the establishment of Health Services Union NSW Branch's financial risk management framework.

The day-to-day risk management is carried out by Health Services Union NSW Branch's finance function under policies and objectives which have been adopted by the Health Services Union. The Branch Council has the authority for designing and implementing processes which follow the policies and procedures. This includes monitoring the levels of exposure to interest rate and assessment of market forecasts for interest rate movements.

Health Services Union NSW Branch does not actively engage in the trading of financial assets for speculative purposes nor does it write options.

Mitigation strategies for specific risks faced are described below:

Credit risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss to Health Services Union NSW Branch and arises principally from Health Services Union NSW Branch's receivables.

The table/s below reflect maturity analysis for financial assets.

2025

	Weighted average effective interest 2025 %	Floating Interest rate 2025 \$	Within 1 Year 2025 \$	1 to 5 years 2025 \$	Over 5 years 2025 \$	Total 2025 \$
Financial assets						
Cash flows realisable						
Cash and equivalents	0.01	705,769	-	-	-	705,769
Trade, term and loans receivable		-	-	-	-	-
Total anticipated inflows		<u>705,769</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>705,769</u>

Note 22. Financial instruments (continued)

2024

	Weighted Average Effective Interest 2024 %	Floating interest rate 2024 \$	Within 1 Year 2024 \$	1 to 5 Years 2024 \$	Over 5 Years 2024 \$	Total 2024 \$
Financial assets						
Cash flows realisable						
Cash and equivalents	0.01	642,125	-	-	-	642,125
Trade, term and loans receivable		-	-	-	-	-
Total anticipated inflows		642,125	-	-	-	642,125

The table below reflect an 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.

Financial liability maturity analysis - Non-derivative

2024

	Within 1 Year 2025 \$	1 to 5 Years 2025 \$	Over 5 Years 2025 \$	Total 2025 \$
Financial liabilities due for payment				
Trade and other payables (excluding estimated annual leave)	22,860	-	-	22,860
Total contractual outflows	22,860	-	-	22,860

2023

	Within 1 Year 2024 \$	1 to 5 Years 2024 \$	Over 5 Years 2024 \$	Total 2024 \$
Financial liabilities due for payment				
Trade and other payables (excluding estimated annual leave)	20,681	-	-	20,681
Total contractual outflows	20,681	-	-	20,681

The timing of expected outflows is not expected to be materially different from contracted cashflows.

Note 22. Financial instruments (continued)

Liquidity risk

Liquidity risk arises from the possibility that Health Services Union NSW Branch might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. Health Services Union NSW Branch manages this risk through the following mechanisms:

- preparing forward-looking cash flow analysis in relation to its operational, investing and financial activities which are monitored on a monthly basis;
- monitoring undrawn credit facilities;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

Health Services Union NSW Branch manages its liquidity needs to ensure that it has sufficient cash on demand to meet expected operational expenses for a period of 60 days.

Market risk

Health Services Union NSW Branch is not exposed to any significant interest rate risk or price risk.

Note 23. Contingencies

Health Services Union NSW Branch had no contingent assets and contingent liabilities at 30 June 2025 (2024: \$Nil).

Note 24. Fair value measurement

Management of the reporting unit assessed that cash, trade receivables, trade payables, and other current liabilities approximate their carrying amounts largely due to the short term maturities of these instruments. There are no items reported using a fair value methodology.

Note 25. Administration of financial affairs by a third party

Health Services Union NSW provides a service to Health Services Union NSW Branch whereby employees of HSU NSW are utilised by HSU NSW Branch to assist with the completion of work including the provision of financial, industrial and membership support services. In consideration for the services provided, HSU NSW charges HSU NSW Branch a service fee for the expected time cost of the employees used to complete the work. This is represented by the \$1,000,000 (2024: \$880,000) charged as disclosed in note 21. The terms and conditions are equivalent to those that prevail in arm's length transactions. Any revenues or expenses incurred by Health Services Union NSW have been disclosed in note 21.

Note 26. Section 272 Fair Work (Registered Organisations) Act 2009

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

Information to be provided to members or the General Manager:

- (i) 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.
- (ii) 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.
- (iii) A reporting unit must comply with an application made under subsection (i).

Note 27. Branch details

The registered office of the Branch is:
Health Services Union NSW Branch
Level 2, 109 Pitt Street
SYDNEY
NSW 2000

Health Services Union NSW Branch
Officer's declaration statement
30 June 2025

HEALTH SERVICES UNION NSW BRANCH
ABN 93 728 534 595

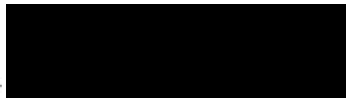
**OFFICER DECLARATION STATEMENT
FOR THE YEAR ENDED 30 JUNE 2025**

I, Lynne Russell, being the Assistant Secretary/Treasurer of the Health Services Union NSW Branch, declare that the following activities did not occur during the reporting period ending 30 June 2025.

The reporting unit did not:

- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the Commissioner, Registered Organisations Commission
- receive revenue from undertaking recovery of wages activity
- receive revenue via compulsory levies
- 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
- make a payment to a former related party of the reporting unit

Signed by officer:



Dated:

27-8-25

Independent Auditor's Report to the Members of Health Services Union NSW Branch

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Health Services Union NSW Branch (the Union), which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Officer's declaration.

In our opinion, the accompanying financial report of the Union is in accordance with the Fair Work (Registered Organisations) Act 2009, including:

- i) giving a true and fair view of the Union's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- ii) complying with Australian Accounting Standards and any other requirements imposed by the Reporting Guidelines of Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

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 Union in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

Other information

The Officer's are responsible for the other information. The other information comprises the information in Health Services Union NSW Branch's annual report for the year ended 30 June 2025, but does not include the financial report and the auditor's report thereon. Our opinion on the financial report does not cover the other information and 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 the other information we are required to report that fact. We have nothing to report in this regard.

Officer's' responsibility for the financial report

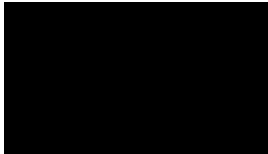
The Officer's of the Union are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Fair Work (Registered Organisations) Act 2009 and for such internal control as the Officer's determine is necessary to enable 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 Officer's are responsible for assessing the Union'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 Officer's either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibility for the audit of the financial report

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

A further description of our responsibilities for the audit of the financial report is located at The Australian Auditing and Assurance Standards Board website at: https://auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

**Nexia Sydney Audit Pty Ltd****Brett Hanger**

Director

AA2017/225

Dated: 28th August 2025