



30 December 2025

Robert Moore
Branch Secretary
Health Services Union-Tasmania Branch
Sent via email: admin@hacsu.org.au
CC: benc@synecticgroup.com.au

Dear Robert Moore

**Health Services Union-Tasmania Branch
Financial Report for the year ended 30 June 2025 – (FR2025/145)**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Health Services Union-Tasmania Branch (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 22 December 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.

Disclosure of donations expenses

The reporting guidelines require reporting units to disclose in the statement of comprehensive income or in the notes to the financial statements grants and donations expenses. Item 13(e) of the reporting guidelines also requires these expenses to be separately disclosed as follows:

- (i) The total amount of grants that were \$1,000 or less;
- (ii) The total amount of grants that exceeded \$1,000;
- (iii) The total amount of donations that were \$1,000 or less; and
- (iv) The total amount of donations that exceeded \$1,000.

I note that the statement of profit or loss and other comprehensive income discloses Grants or donations expenses of \$55,000 but does not separately disclose the grants and donations expenses based on the categories indicated above.

I also note that the officer's declaration statement includes nil disclosures for the following:

- 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

It appears that item 13(e)(iv) *total amount of donations that exceeded \$1,000* is not clearly identified in the statement of profit or loss and other comprehensive income or in the notes to the financial statements.

Please ensure in future year that grants and donations expenses are separately disclosed in accordance with the reporting guidelines.

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, Tasmania Branch

s.268 Fair Work (Registered Organisations Act) Act 2009

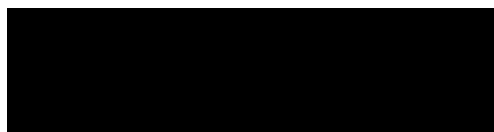
CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

Certificate for the period ended 30 June 2025

I, Robert Moore, being the Branch Secretary of the Health Services Union, Tasmania Branch, certify:

- That the document lodged herewith is a copy of the full report for the Health Services Union, Tasmania Branch, for 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 provided to the members of the reporting unit on 29 September 2025; and
- That the full report was presented to a meeting of the Committee of Management of the reporting unit on 17 December 2025 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer:



Name of prescribed designated officer: Robert Moore

Title of prescribed designated officer: Branch Secretary

Dated: 22 December 2025



Health Services Union Tasmania Branch

Financial Statements

For the Year Ended 30 June 2025

Health Services Union Tasmania Branch

Financial Statements

For the Year Ended 30 June 2025

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Health Services Union Tasmania Branch

ABN: 80 085 253 953

Address: 11 Clare Street, NEW TOWN TAS 7008

Phone: 1300 880 032

Website: www.hacsu.org.au

Health Services Union Tasmania Branch

Operating Report for the year ended 30 June 2025

The Committee of Management presents its operating report on the union 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.

- Representing individual members in grievance disputes with employers. The Branch's Member Contact Centre, HACSUassist continued to support hundreds of members with the provision of information and representation with grievances and disputes with their employer. The level of activity in this area has been gradually increasing due to the increase in member numbers.
- Representing groups of members at various workplaces regarding disputes with employers. The HACSU Organising teams in the South and North/North-West of the State worked with groups of members at worksites concerning issues with their employer.
- Negotiating Collective Bargaining Agreements resulting in increased wages and conditions for members covered by those Agreements. Agreements were renegotiated as they expired and new agreements were entered into. The number of members covered by Collective Bargaining Agreements was at approximately the same level as the previous year.
- Providing certain classes of members with professional indemnity and legal benefits insurance. The number of claims made against these policies was consistent with the previous year.
- Providing members with access to cheap affordable holidays in the Union's holiday homes as well as discounted entertainment and shopping. The number of members accessing the holiday homes remained consistent with the previous year.
- Providing union delegates and worksite committee members with training and education to enable them to better represent members in the workplace. The level of training was at about the same level as last year.

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

Significant changes in financial affairs

The net assets of the Branch increased by \$692,141 during the financial year.

Total income was up by \$523,049 on the previous financial year. This was primarily due to increased membership.

Overall expenditure of the branch increased by \$463,785.

Capitation fees increased by \$19,212 on the previous year due to an increase in membership numbers.

Affiliation fees were up \$22,200 on the previous year primarily due to an increase in Unions Tasmania affiliation fees.

A summary of the main movement in areas of operating expenditure were:

- Computer expenses decreased by \$17,835 primarily due to a reallocation of expenses between computer and telecommunication expenses.
- Telecommunications expenses increased by \$34,483 due to the above reallocation of computer expenses and the change of call centre telephone software used by the contact centre.

Health Services Union Tasmania Branch

Operating Report for the year ended 30 June 2025

Significant changes in financial affairs continued

- Bank fees increased by \$14,772 due to unavoidable changes in third party banking arrangements relating to our membership system.
- Donations and electoral expenditure increased significantly due to both state and federal elections occurring during the year and HACSU staff pursuing electoral issues in the interest of our members. A donation was also made to support Saputo workers.
- Insurance costs increased by \$18,003 due to both increased premiums and an increase in membership numbers covered for Professional Indemnity Insurance.
- Legal fee expenses increased by \$16,329 as we pursued several industrial cases that set industry precedence in the interest of our broader membership, along with several Right of Entry disputes in the Disability sector.
- Affiliation fees increased by \$10,874 due to increased Unions Tasmania rates and increased membership figures.
- Organising campaign expenses increased by \$26,720 due to a public sector campaign against privatisation and jobs cuts, numerous private sector campaigns affecting our members as well as contributing towards joint union research into the adequacy of superannuation for emergency workers.
- Promotional expenditure increased by \$32,132 due to increased budgetary spending, industry focused campaigns and producing social media/website content.
- Conference expenses decreased due to ACTU Bi-annual conference not falling within this financial year.
- Staff training costs increased by \$10,605 due to continued deliberate focus on staff development.

Right of members to resign

Section 174 of Fair Work (Registered Organisations) Act 2009 states that a member of the Union may resign from membership by written notice addressed and delivered to the State Secretary giving two weeks' notice.

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

No officers or employees were superannuation fund trustee(s) or directors of a company that is a superannuation fund trustee, including an exempt public sector superannuation fund during the financial year.

Number of members

The number of persons who, at the end of the reporting period, were recorded on the Register of members of the organisation was 11,920.

Number of employees

As at 30 June 2025, the number of full-time equivalent persons, excluding casuals, who were employees of the Union, was 34.

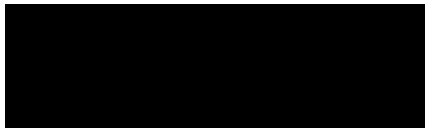
Operating Report for the year ended 30 June 2025

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

Judy Richmond	Branch President (1 July 2024 – 19 March 2025)
Lauren Vanier	Branch President (21 March 2025 – 30 June 2025)
Robert Moore	Branch Secretary
Tammy Munro	Branch Assistant Secretary
Chris Webb	Senior Vice President (1 July 2024 – 20 March 2025)
Tanya Clifford	Senior Vice President (21 March 2025 – 30 June 2025)
Christine Hansson	Junior Vice President
Leigh Gorringer	Branch Trustee
Peter Moore	Branch Trustee
Andrew Challis	COM Member
Carolyn Shearer	COM Member
Marlene McHenry	COM Member
Melissa Bibe	COM Member (1 July 2024 – 20 July 2024)
David Thomas	COM Member
Kristy Youd	COM Member
Tanya Clifford	COM Member (1 July 2024 – 20 March 2025)
Lauren Vanier	COM Member (1 July 2024 – 20 March 2025)
Simone Haigh	COM Member (18 September 2024 – 30 June 2025)
Tonya Walker	COM Member (21 March 2025 – 30 June 2025)
Triona Shearer	COM Member (21 March 2025 – 30 June 2025)

The above persons held office for the full year unless otherwise indicated.

Signature of designated officer:



Name and title of designated officer:

Robert Moore, Branch Secretary

Dated:

17 September 2025

Committee of Management Statement

On 17 September 2025 the branch committee of management of the Health Services Union, Tasmania Branch passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2025:

The branch 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 union for the financial year to which they relate;
- d) there are reasonable grounds to believe that the union 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 union 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 union have been kept and maintained in accordance with the RO Act; and
 - iv. where the organisation consists of two or more unions, 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 General Manager duly made under section 272 of the RO Act has been provided to the member or 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.

Signature of designated officer:



Name and title of designated officer: Robert Moore, Branch Secretary

Dated: 17 September 2025

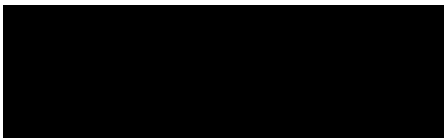
Health Services Union Tasmania Branch

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 union for the year ended 30 June 2025.

	2025	2024
	\$	\$
Remuneration and other employment-related costs and expenses – employees	3,574,604	3,400,184
Operating costs	1,955,886	1,804,143
Advertising	63,284	1,661
Donations to political parties	65,618	12,000
Legal costs	23,291	8,963

Signature of designated officer:



Name and title of designated officer: Robert Moore, Branch Secretary

Dated: 17 September 2025

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		5,966,658	5,442,572
Other income			
Rental income		30,471	35,507
Other income	2(a)	477,190	488,997
Interest		75,846	48,798
Gain on disposal of assets		-	11,242
		<u>583,507</u>	<u>584,544</u>
Total income		<u>6,550,165</u>	<u>6,027,116</u>
Expenses			
Employee expense	3(a)	3,574,604	3,400,184
Capitation fees	3(b)	220,662	201,450
Affiliation fees	3(c)	162,117	139,916
Administration expenses	3(d)	511,224	461,251
Depreciation and amortisation expense	3(e)	173,342	167,288
Legal costs	3(f)	25,291	8,963
Grants or donations		55,000	12,000
Audit fees		22,500	14,338
Other expenses	3(g)	1,113,284	988,849
		<u>5,858,024</u>	<u>5,394,239</u>
Total expenses		<u>5,858,024</u>	<u>5,394,239</u>
Surplus/(deficit) for the year		<u>692,141</u>	<u>632,877</u>
Other comprehensive income			
Total comprehensive income for the year		<u>692,141</u>	<u>632,877</u>

Statement of Financial Position

As At 30 June 2025

	Note	2025 \$	2024 \$
ASSETS			
Current Assets			
Cash and cash equivalents	4	2,977,515	2,069,969
Trade and other receivables	5	193,019	159,729
Other assets	6	190,901	217,808
Total Current Assets		3,361,435	2,447,506
Non-Current Assets			
Property, plant and equipment	7	4,933,017	5,007,216
Intangible assets		12,371	56,462
Total Non-Current Assets		4,945,388	5,063,678
TOTAL ASSETS		8,306,823	7,511,184
LIABILITIES			
Current Liabilities			
Trade and other payables	8	216,589	162,194
Deferred income	9	1,245	1,630
Employee benefits	10	672,121	638,487
Total Current Liabilities		889,955	802,311
Non-Current Liabilities			
Employee benefits	10	157,137	141,283
Total Non-Current Liabilities		157,137	141,283
TOTAL LIABILITIES		1,047,092	943,594
NET ASSETS		7,259,731	6,567,590
EQUITY			
Asset revaluation reserve		617,669	617,669
Retained earnings		6,642,062	5,949,921
TOTAL EQUITY		7,259,731	6,567,590

Statement of Changes in Equity

For the Year Ended 30 June 2025

	Retained earnings	Asset revaluation reserve	Total
	\$	\$	\$
Balance at 1 July 2024	5,949,921	617,669	6,567,590
Profit for the year	692,141	-	692,141
Closing balance as at 30 June 2025	6,642,062	617,669	7,259,731
 Balance at 1 July 2023	 5,317,044	 617,669	 5,934,713
Profit for the year	632,877	-	632,877
Closing balance as at 30 June 2024	5,949,921	617,669	6,567,590

Statement of Cash Flows

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
OPERATING ACTIVITIES:			
Membership subscriptions received		6,544,913	5,871,590
Payments to employees		(3,507,432)	(3,347,755)
Payments to suppliers		(1,934,487)	(1,750,986)
Payments to other reporting units		(341,476)	(292,897)
Interest received		49,474	46,716
Other receipts		537,458	512,921
Net GST remitted		(417,199)	(372,187)
Receipts from other reporting units		31,345	15,691
Net cash from (used by) operating activities	18	<u>962,596</u>	<u>683,093</u>
INVESTING ACTIVITIES:			
Payments for purchase of property plant and equipment		(55,050)	(327,906)
Proceeds from sale of property, plant and equipment		-	78,901
Net cash from (used by) investing activities		<u>(55,050)</u>	<u>(249,005)</u>
FINANCING ACTIVITIES:			
Net cash used by financing activities		<u>-</u>	<u>-</u>
Net increase (decrease) in cash held		907,546	434,088
Cash and cash equivalents at the beginning of the reporting period		<u>2,069,969</u>	<u>1,635,881</u>
Cash and cash equivalents at the end of the reporting period	4	<u><u>2,977,515</u></u>	<u><u>2,069,969</u></u>

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies

(a) Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period, and the *Fair Work (Registered Organisation) Act 2009 (RO Act)*. For the purpose of preparing the general purpose financial statements, the union 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 assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

(b) Adoption of new and revised accounting standards

The accounting policies adopted are consistent with those of the previous financial year, except for the following amendments to accounting standards and other changes in accounting policy, which have been adopted for the first time this financial year:

No accounting standard has been adopted earlier than the application date stated in the standard. No material changes to reported amounts have occurred as a result of the new and/or revised accounting standards.

AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current

This Standard clarifies that a liability is classified as non-current if an entity has the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period.

AASB 2021-2 Amendments to Australian Accounting Standards - Disclosure of Accounting Policies and Definition of Accounting Estimates

Requires the disclosure of material accounting policy information and clarifies how entities should distinguish changes in accounting policies and changes in accounting estimates.

AASB 2022-5 Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback

Adds subsequent measurement requirements for sale and leaseback transactions that satisfy the requirements in AASB 15 *Revenue from Contracts with Customers* to be accounted for as a sale. The amendments ensure that a similar approach is applied by also requiring a seller-lessee to subsequently measure lease liabilities arising from a leaseback in a way that does not recognise any amount of the gain or loss related to the right of use it retains.

The application of the above amendments did not have a material impact on the union's consolidated financial statements but has changed the disclosure of accounting policy information in the financial statements.

Future Australian Accounting Standards

New standards, amendments to standards or interpretations that were issued prior to the sign-off date and are applicable to future reporting periods that are expected to have a future financial impact on the union include:

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies continued

(b) Adoption of new and revised accounting standards continued

Standard/amendment	Effective date	Nature of the change and expected impact
AASB 18 (NFP/super) <i>Presentation and Disclosure in Financial Statements (Appendix D) [for not-for-profit and superannuation entities]</i>	1 January 2028	<p>Improve how entities communicate in their financial statements, with a particular focus on information about financial performance in the statement of profit or loss. The key presentation and disclosure requirements established by AASB 18 are:</p> <ul style="list-style-type: none"> • The presentation of newly defined subtotals in the statement of profit or loss • The disclosure of management-defined performance measures (MPM) • Enhanced requirements for grouping information (i.e., aggregation and disaggregation) <p>AASB 18 is accompanied with limited consequential amendments to the requirements in other accounting standards, including AASB 107 Statement of Cash Flows.</p> <p>AASB 18 introduces three new categories for classification of all income and expenses in the statement of profit or loss: operating, investing and financing. Additionally, entities will be required to present subtotals for 'operating profit or loss', 'profit or loss before financing and income taxes' and 'profit or loss'.</p>
AASB 2024-2 <i>Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments</i>	1 January 2026	<p>Amends AASB 7 and AASB 9 Financial Instruments to:</p> <ul style="list-style-type: none"> • Clarify that a financial liability is derecognised on the 'settlement date', i.e., when the related obligation is discharged, cancelled, expires or the liability otherwise qualifies for derecognition. • Introduce an accounting policy option to derecognise financial liabilities that are settled through an electronic payment system before the settlement date if certain conditions are met • For the purpose of classifying a financial asset, clarify how to assess contractual cash flow characteristics that include environmental, social and governance (ESG)-linked features and other similar contingent features • Clarify how non-recourse features and contractually linked instruments are assessed for the purpose of applying the SPPI test when determining the measurement basis of financial assets. • Require additional disclosures in AASB 7 for financial assets and liabilities with contractual terms that reference a contingent event (including those that are ESG-linked), and equity instruments classified at fair value through other comprehensive income.
AASB 2024-3 <i>Amendments to Australian Accounting Standards – Annual Improvements Volume 11 – Amendments to AASB 107</i>	1 January 2026	<p>This amendment replaces the term 'cost method' in paragraph 37 of AASB 107 with the phrase 'at cost', following deletion of the definition of 'cost method'.</p>

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies continued

(b) Adoption of new and revised accounting standards continued

AASB 2024-3 <i>Amendments to Australian Accounting Standards – Annual Improvements Volume 11 – Amendments to AASB 7</i>	1 January 2026	<ul style="list-style-type: none">• Gain or loss on derecognition (B 38) – updated the language on unobservable inputs, adding a cross reference to AASB 13 Fair Value Measurement.• Introduction to implementation guidance (IG 1) – clarified that the guidance does not necessarily illustrate all the requirements in the referenced paragraphs of AASB 7, nor does it create additional requirements.• Disclosure of deferred difference between fair value and transaction price (IG 14) – amended mainly to make the wording consistent with requirements in AASB 7 and with the terminology used in AASB 9 and AASB 13.• Credit risk disclosures (IG 20B) – amended to simplify the explanation of which aspects of the AASs are not illustrated in the example.
AASB 2024-3 <i>Amendments to Australian Accounting Standards – Annual Improvements Volume 11 – Amendments to AASB 9</i>	1 January 2026	<ul style="list-style-type: none">• Derecognition of lease liabilities – clarified that, when a lessee has determined that a lease liability has been extinguished in accordance with AASB 9, the lessee is required to apply AASB 9.3.3.3 and recognise any resulting gain or loss in profit or loss. However, the amendment does not address how a lessee distinguishes between a lease modification as defined in AASB 16 and an extinguishment of a lease liability in accordance with AASB 9.• Transaction price – to avoid confusion, replaced the reference to 'transaction price as defined by AASB 15 Revenue from Contracts with Customers' with 'the amount determined by applying AASB 15'.

(c) Significant accounting judgements and estimates

No significant estimates and judgements were required during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

(d) Revenue and other income

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

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

Revenue from contracts with customers

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

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies continued

(d) Revenue and other income continued

it can be determined when the performance obligation has been satisfied.

Membership subscriptions

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

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

For member subscriptions paid annually in advance, the union 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 union at their standalone selling price, the union accounts for those sales as a separate contract with a customer.

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

Consideration is received by the union to enable the entity to further its objectives. the union recognises each of these amounts of consideration as income when the consideration is received (which is when the union obtains control of the cash) because, based on the rights and obligations in each arrangement:

- the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and
- the union's recognition of the cash contribution does not give rise to any related liabilities.

The union receives cash consideration from the following arrangements whereby that consideration is recognised as income upon receipt:

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

Interest revenue

Interest is recognised using the effective interest method.

Rental income

Leases in which the union, as a lessor, does not transfer substantially all the risks and rewards incidental to

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies continued

(d) Revenue and other income continued

Interest revenue continued

ownership of an asset are classified as operating leases. Rental income arising is accounted for on a straight-line basis over the relevant lease term. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as income in the period in which they are earned.

(e) Income Tax

The union is exempt from income tax under section 50.1 of the *Income Tax Assessment Act 1997*.

(f) Goods and Services Tax (GST)

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

(g) Property, Plant and Equipment

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

Land and buildings

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

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

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the Union, commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The estimated useful lives used for each class of depreciable asset are shown below:

Fixed asset class	Useful life
Land & Buildings	Not depreciated
Plant and Equipment	0 - 5 years

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies continued

(g) Property, Plant and Equipment continued

Fixed asset class	Useful life
Furniture and Fittings	0 - 5 years
Motor Vehicles	5 - 8 years

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

Derecognition

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

(h) Financial instruments

Initial recognition and measurement

Financial instruments are recognised initially on the date that the Union becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Union classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL
- fair value through other comprehensive income - equity instrument (FVOCI - equity)
- fair value through other comprehensive income - debt investments (FVOCI - debt)

Financial assets are not reclassified subsequent to their initial recognition unless the Union changes its business model for managing financial assets.

Amortised cost

The Union's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies continued

(h) Financial instruments continued

Financial assets continued

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost
- debt investments measured at FVOCI

The Union uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

Financial liabilities

The Union measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Union comprise trade payables, bank and other loans and lease liabilities.

(i) Impairment of non-financial assets

At the end of each reporting period the Union determines whether there is evidence of an impairment indicator for non-financial assets. Where an indicator exists and regardless for indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated. Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit. 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 union* were deprived of the asset, its recoverable amount is its fair value.

(j) Intangible assets

Software

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

Software	3 to 10 years
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Intangible assets with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies continued

(j) Intangible assets continued

Software continued

Intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired.

SaaS arrangements

SaaS arrangements are software product offerings in which the union does not control the underlying software used in the arrangement. Where costs incurred to configure or customise a SaaS arrangement result in the creation of a resource which is identifiable, and where the union has the power to obtain the future economic benefits flowing from the underlying resource and to restrict the access of others to those benefits, such costs are recognised as a separate intangible software asset and amortised over the useful life of the software on a straight-line basis. The amortisation period is reviewed at least at the end of each reporting period and any changes are treated as changes in accounting estimates.

Where costs incurred to configure or customise do not result in the recognition of an intangible software asset, the union recognises those costs as an expense when the supplier provides the services. However, the union recognise those costs as a prepayment if, and to the extent that, the supplier performing the configuration and customisation activities is the vendor of the SaaS product (or an agent of the vendor) and those activities do not represent a distinct service in addition to the SaaS access. This is because, in that circumstance, the union cannot separately benefit from the configuration and customisation activities and instead those activities are set up activities performed by the SaaS vendor so that it can provide the SaaS access to the union.

Previously some SaaS -related costs had been capitalised and amortised over its useful life. In the process of applying the union's accounting policy on configuration and customisation of costs incurred in implementing SaaS arrangements, management has made the following judgements:

- Determining whether cloud computing arrangements contain a software licence intangible asset
 - ◆ the union evaluates cloud computing arrangements to determine if it provides a resource that the union can control. the union determines that a software licence intangible asset exists in a cloud computing arrangement when both of the following are met at the inception of the arrangement:
 - the union has the contractual right to take possession of the software during the hosting period without significant penalty.
 - It is feasible for the the union to run the software on its own hardware or contract with another party unrelated to the supplier to host the software.
- Capitalisation of configuration and customisation costs in SaaS arrangements
 - ◆ Where the union incurs costs to configure or customise SaaS arrangements and such costs are considered to enhance on-premise software that belongs to the union or to provide code that can be used by the union in other arrangements, the union applies judgement to assess whether such costs result in the creation of an intangible asset that meets the definition and recognition criteria in *AASB 138 Intangible Assets (AASB 138)*.

Derecognition

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

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies continued

(k) Cash and cash equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents include cash on hand and deposits held at call with banks.

(l) Employee benefits

Provision is made for the Union's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than twelve months after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

Employee benefits are presented as current liabilities in the statement of financial position if the Union does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

(m) Liabilities relating to contracts with customers

Contract liabilities

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

Refund liabilities

A refund liability is recognised for the obligation to refund some or all of the consideration received (or receivable) from a customer. The union's refund liabilities arise from customers' right of return. The liability is measured at the amount the union's ultimately expects it will have to return to the customer. The union updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

(n) Fair value measurement

The union measures non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 16A *Financial assets and liabilities*.

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

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

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies continued

(n) Fair value measurement continued

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

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

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

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

Level 1—Quoted (unadjusted) market prices in active markets for identical assets or liabilities

Level 2—Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable

Level 3—Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For assets and liabilities that are recognised in the financial statements on a recurring basis, the union determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period. External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the union has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

(o) Current versus non-current classification

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

An asset is current when it is:

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

All other assets are classified as non-current.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Summary of Material Accounting Policies continued

(o) Current versus non-current classification continued

A liability is current when:

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

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

The union classifies all other liabilities as non-current.

(p) 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.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Revenue and Other Income

(a) Other Income

	2025	2024
	\$	\$
Management fees	39,718	36,172
Movie ticket sales	5,300	8,349
Discount card sales	380,979	365,610
Promotional merchandise sales	255	450
Payroll tax rebate via HSU National Office	15,379	21,685
HSU National Office travel reimbursement	3,720	5,080
Sponsorship and advertising income	23,209	17,538
Other income	8,630	34,113
	477,190	488,997

3 Expenses

(a) Employee expenses

Holders of office

Wages and salaries	306,375	431,048
Leave and other entitlements	(13,402)	76,420
Superannuation contributions	69,656	52,517
Other employee expenses	27,531	34,223
	390,160	594,208

Employees other than office-holders

Wages and salaries	2,490,024	2,263,233
Leave and other entitlements	62,891	(16,865)
Superannuation contributions	457,572	407,676
Other employee expenses	173,957	151,932
	3,184,444	2,805,976
Total employee expenses	3,574,604	3,400,184

(b) Capitation fees

HSU National Office	220,662	201,450
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(c) Affiliation fees

Unions Tasmania	95,298	84,425
ACTU - paid via HSU National Office	65,324	54,041
Other	1,495	1,451
	162,117	139,917

Notes to the Financial Statements

For the Year Ended 30 June 2025

3 Expenses continued
(d) Administration expenses

	2025	2024
	\$	\$
Consideration to employers for payroll deductions	994	1,154
Conference and meeting expenses	88,773	79,028
Contractors/consultants	-	176
Property expenses	142,340	130,792
Office expenses	53,949	50,559
Information and communications technology expenses	224,028	199,361
Reportable fees and allowances	1,140	181
	511,224	461,251

(e) Depreciation and amortisation

Office equipment	34,256	44,637
Furniture and fixtures	8,957	9,113
Motor vehicles	58,175	49,844
Leasehold improvements	27,861	16,928
Total Depreciation	129,249	120,522
Amortisation		
Computer software	44,093	46,766
	173,342	167,288

(f) Legal costs

Litigation	25,291	8,213
Other legal matters	-	750
	25,291	8,963

(g) Other expenses

Insurance	228,535	210,532
Movie ticket purchases	5,714	8,740
Discount card purchases	381,088	365,745
Staff training	67,844	57,239
Delegate training	1,270	4,062
Other expenses	358,855	280,455
Other expenses to HSU National Office	14,263	2,405
Motor vehicle expenses	55,715	59,671
	1,113,284	988,849

Notes to the Financial Statements

For the Year Ended 30 June 2025

4 Cash and cash equivalents

	2025	2024
	\$	\$
Cash at bank	216,681	41,944
Deposits at call	2,760,834	2,028,025
	<u>2,977,515</u>	<u>2,069,969</u>

5 Trade and other receivables

Trade receivables	2,460	-
Membership fees in arrears	11,626	7,167
Receivable from HSU National Office	15,379	27,273
Accrued membership dues	135,100	123,207
Accrued interest	28,454	2,082
	<u>193,019</u>	<u>159,729</u>

6 Other assets

Gift cards and movie tickets	113,143	149,853
Prepayments - general	3,571	3,952
HSU National Office prepayment	74,187	64,003
	<u>190,901</u>	<u>217,808</u>

Notes to the Financial Statements

For the Year Ended 30 June 2025

7 Property, plant and equipment

	2025	2024
	\$	\$
Land and buildings At fair value	4,483,282	4,457,040
Capital works in progress		
Furniture and fittings At cost	156,686	145,432
Accumulated depreciation	(106,029)	(97,072)
	<u>50,657</u>	<u>48,360</u>
Motor vehicles At cost	377,927	377,927
Accumulated depreciation	(187,996)	(129,820)
	<u>189,931</u>	<u>248,107</u>
Office equipment At cost	267,142	249,587
Accumulated depreciation	(190,971)	(156,715)
	<u>76,171</u>	<u>92,872</u>
Leasehold Improvements At cost	191,646	191,646
Accumulated depreciation	(58,670)	(30,809)
	<u>132,976</u>	<u>160,837</u>
Total plant and equipment	<u>449,735</u>	<u>550,176</u>
Total property, plant and equipment	<u>4,933,017</u>	<u>5,007,216</u>

Properties were valued in June 2023 by Opteon Property Group, accredited independent valuer with a recognised and relevant professional qualification and with recent experience in the location and category of property being valued.

The fair value of completed investment property has been determined on a market value basis in accordance with International Valuation Standards (IVS). In arriving at their estimates of market values, the valuers have used their market knowledge and professional judgement and not only relied on historical transactional comparables.

The highest and best use of the investment property is not considered to be different from its current use.

Notes to the Financial Statements

For the Year Ended 30 June 2025

7 Property, plant and equipment continued

Movements in carrying amounts of property, plant and equipment

	Capital Works in Progress	Land & Buildings	Furniture & Fittings	Motor Vehicles	Office Equipment	Improve- ments	Total
	\$	\$	\$	\$	\$	\$	\$
Year ended 30 June 2025							
Balance at the beginning of year	-	4,457,040	48,360	248,107	92,872	160,837	5,007,216
Additions	-	26,242	11,178	-	17,436	-	54,856
Disposals - written down value	-	-	-	-	-	-	-
Depreciation expense	-	-	(8,881)	(58,176)	(34,137)	(27,861)	(129,055)
Balance at the end of the year	-	4,483,282	50,657	189,931	76,171	132,976	4,933,017

Year ended 30 June 2024

Balance at the beginning of year	74,509	4,375,000	50,254	210,443	121,423	35,863	4,867,492
Additions	67,393	82,040	7,134	154,864	16,393	-	327,824
Disposals - written down value	-	-	-	(67,356)	(221)	-	(67,577)
Transfers	(141,902)	-	-	-	-	141,902	-
Depreciation expense	-	-	(9,028)	(49,844)	(44,723)	(16,928)	(120,523)
Balance at the end of the year	-	4,457,040	48,360	248,107	92,872	160,837	5,007,216

Notes to the Financial Statements

For the Year Ended 30 June 2025

8 Trade and other payables

	2025	2024
	\$	\$
Trade payables	16,295	4,803
Deposits	909	545
GST payable	120,843	95,987
Employee benefits	78,542	60,859
	<u>216,589</u>	<u>162,194</u>

9 Deferred Income

Membership fees in advance	1,245	1,630
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10 Employee Benefits

Office holders

Annual leave	76,074	90,185
Long service leave	52,010	56,290
	<u>128,084</u>	<u>146,475</u>

Employees other than office holders

Annual leave	402,611	361,910
Long service leave		
- Current	141,426	130,102
- Non-current	157,137	141,283
- Long service leave	<u>298,563</u>	<u>271,385</u>
	<u>701,174</u>	<u>633,295</u>

Total employee benefits

Current	672,121	638,487
Non-current	157,137	141,283
	<u>829,258</u>	<u>779,770</u>

Notes to the Financial Statements

For the Year Ended 30 June 2025

11 Financial Risk Management

The union's financial instruments consist of deposits with banks, receivables and payables. The totals for each category of financial instrument, as detailed in Note 1, are:

	2025 \$	2024 \$
Financial assets at amortised cost		
Cash and cash equivalents	2,977,514	2,069,969
Trade and other receivables	193,020	159,728
Total financial assets	3,170,534	2,229,697
Financial liabilities at amortised cost		
Trade and other payables	216,590	162,193
Total financial liabilities	216,590	162,193

Objectives, policies and processes

Risk management is carried out by the Union's the Committee of Management. The committee has primary responsibility for the development of relevant policies and procedures to mitigate the risk exposure of the Union. The committee's overall risk management strategy seeks to ensure that the union meets its financial targets whilst minimising potential adverse effects of cash flow shortfalls.

Reports are presented at each Board meeting regarding the implementation of these policies and any risk exposure which the Risk Management Committee believes the Board should be aware of.

Specific information regarding the mitigation of each financial risk to which the Union is exposed is provided below.

Credit risk

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

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

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.

Trade receivables

The Union has adopted a policy of only dealing with creditworthy counterparties as a means of mitigating the risk of financial loss from defaults. The Committee of Management receives monthly reports summarising the turnover, trade receivables balance and ageing profile of customers analysed by industry sector as well as a list of customers currently transacting on a prepayment basis or who have balances in excess of their credit limits.

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.

Notes to the Financial Statements

For the Year Ended 30 June 2025

11 Financial Risk Management continued

Credit risk continued

The Union has no significant concentration of credit risk with respect to any single counterparty or group of counterparties.

Liquidity risk

Liquidity risk arises from the Union's management of working capital. It is the risk that the Union will encounter difficulty in meeting its financial obligations as they fall due.

The Union's policy is to ensure that it will always have sufficient cash to allow it to meet its liabilities as and when they fall due. The Union maintains cash and marketable securities to meet its liquidity requirements for up to 30-day periods. Funding for long-term liquidity needs is additionally secured by the ability to liquidate long-term financial assets.

At the reporting date, the the Union expects to have sufficient liquid resources to meet its obligations under all reasonably expected circumstances and will not need to draw down any of the financing facilities.

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

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

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices.

(i) Interest rate risk

The Union is exposed to interest rate risk as future changes in interest rates will affect future cash flows and/or the fair value of fixed rate financial instruments. The Union's policy is to minimise interest rate risk exposures by maintaining a relatively short term to maturity on term deposits. There is no exposure to interest rate risk through financial liabilities, as trade and other payables are non-interest bearing.

(ii) Other Price risk

Price risk relates to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices of securities held being available-for-sale or fair value through profit and loss.

The Union's exposure to other price risk is negligible, due to the limited nature of its financial instruments.

The fair value of all financial assets and financial liabilities as presented in the statement of financial position is representative of their fair value.

Notes to the Financial Statements

For the Year Ended 30 June 2025

12 Key Management Personnel

(a) Totals of remuneration paid to KMP

The remuneration paid to key management personnel of Health Services Union Tasmania Branch during the year is as follows:

	2025	2024
	\$	\$
Short-term employee benefits		
Wages and salaries	308,503	447,874
Annual leave accrued	(9,169)	17,999
Other employee expenses	11,073	7,341
	310,407	473,214
Post-employment benefits		
Superannuation contributions	72,941	55,972
Long-term benefits		
Long service leave accrued	(2,469)	9,326
Non-cash benefits		
Private use of motor vehicle	15,460	14,131
	396,339	552,643

13 Auditors' Remuneration

Remuneration of audit firm Synectic Audit & Assurance for:

- financial statement audit services	17,300	16,500
- audit of membership data	4,000	-
Total	21,300	16,500

14 Related Party Transactions

The union entered into transactions with 71 Elphin Road Pty Ltd, of which Robert Moore and Lauren Vanier are the only directors and shareholders. These office holders of the union are involved with this company for the benefit of the reporting entity and its members.

All transactions entered into are made on terms equivalent to those that prevail in arms' length transactions of a similar nature.

Revenue received

Fees received for management of rental properties from 71 Elphin Road Pty Ltd	39,718	36,172
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Expenses paid

Rental property expenses in relation to rental properties owned by 71 Elphin Road Pty Ltd, offset against above management fees	47,006	36,235
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Notes to the Financial Statements

For the Year Ended 30 June 2025

15 Contingencies

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

16 Events Occurring After the Reporting Date

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

17 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 General Manager of the Fair Work Commission:

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

Notes to the Financial Statements

For the Year Ended 30 June 2025

18 Cash Flow Information

(a) Reconciliation of cash to statement of financial position

	2025	2024
	\$	\$
Statement of cash flows	2,977,514	2,069,968
Statement of financial position	2,977,514	2,069,968

(b) Reconciliation of result for the year to cashflows from operating activities

Net surplus	692,141	632,877
Non-cash flows in profit:		
Depreciation and amortisation expense	173,341	167,288
Gain on disposal of assets	-	(11,242)
Changes in assets and liabilities:		
Trade and other receivables	(33,291)	(137,957)
Other assets	26,906	(32,883)
Trade and other payables	54,395	6,933
Deferred income	(385)	(1,476)
Employee benefits	49,489	59,553
Cashflows from operations	962,596	683,093

(c) Cash flow information - other reporting units

Cash inflows

HSU National Office	31,345	15,691
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Cash outflows

HSU National Office	(341,476)	(287,818)
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Health Services Union Tasmania Branch

Officer Declaration Statement

I, Robert Moore, being the Branch Secretary of the Health Services Union Tasmania Branch, declare that the following activities did not occur during the reporting period ending 30 June 2025:

Health Services Union, Tasmania Branch 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 revenue via compulsory levies
- receive donations or grants
- receive revenue from undertaking recovery of wages activity
- 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 separation and redundancy to holders of office
- pay separation and redundancy to employees (other than holders of office)
- pay legal costs relating to other legal matters
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- 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 a separation and redundancy provision in respect of holders of office
- have other employee provisions in respect of holders of office

Officer Declaration Statement

- 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
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit

Signed by the officer:

A black rectangular box redacting the signature of the officer.

Dated:

17 September 2025

Independent Auditor's Report

To the Members of Health Services Union Tasmania Branch

Report on the Audit of the Financial Report

I have audited the financial report of Health Services Union of Australia (Tasmania Branch) (the reporting unit), 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, notes to the financial statements, including a summary of material accounting policies, the committee of management statement, the subsection 255(2A) report and the officer declaration statement.

Opinion

In my opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of Health Services Union of Australia (Tasmania Branch) as at 30 June 2025, and its financial performance and its cash flows for the year ended on that date in accordance with:

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

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

Basis for Opinion

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

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

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

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

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

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

Responsibilities of Committee of Management for the Financial Report

The committee of management of the reporting unit is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the RO Act, and for such internal control as the 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 is responsible for assessing the reporting unit's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee of management either intend to liquidate the reporting unit or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Reporting Unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.
- Conclude on the appropriateness of the Committee of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Reporting Unit's ability to

continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the Reporting Unit audit. I remain solely responsible for my audit opinion.

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

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


Synectic Audit & Assurance Pty Ltd
Benjamin Coulthard
Director

Date: 17 September 2025

Registration number (as registered under the RO Act): AA2018/5