



Fair Work  
Commission

3 December 2025

John Gellel  
President  
Australian Security Industry Association Ltd

Sent via email: [ceo@asial.com.au](mailto:ceo@asial.com.au)

CC: [jonathan@sdja.com.au](mailto:jonathan@sdja.com.au)

Dear John Gellel

**Australian Security Industry Association Ltd  
Financial Report for the year ended 30 June 2025 – FR2025/121**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Australian Security Industry Association Ltd (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 1 December 2025.

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

**Reporting Requirements**

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

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

If you have any queries regarding this letter, please call 1300 341 665 or email [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

Yours sincerely

**Fair Work Commission**

1 December 2025

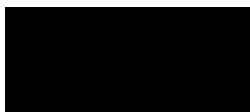
E: [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

## **Lodgement of Financial Statements & Accounts**

I, John Gellel, being the President of the Australian Security Industry Association Limited, certify that:

1. The document lodged herewith, being the 2025 Annual & Financial Report of the Australian Security Industry Association Limited incorporating the General Purpose Financial Report, Operating Report and Committee of Management's Statement together with the Independent Auditor's Report for the year ended 30 June 2025, is a copy of the full report referred to in s268 of the *Fair Work (Registered Organisations) Act 2009*; and
2. Notification was provided to Members via email on the 17<sup>th</sup> September 2025 that the 2025 Annual & Financial Report was available for their perusal, along with details of the Annual General Meeting and Minutes of the 2024 Annual General Meeting was provided to Members; and
3. That the full report was presented to the 56<sup>th</sup> Annual General Meeting of Members held on the 26<sup>th</sup> November 2025, in accordance with s266 of the *Fair Work (Registered Organisations) Act 2009*; and
4. No loans, grants or political donations were made over the past year.

Yours sincerely



John Gellel  
President

Attachment 1: 2025 ASIAL Annual & Financial Report.

# 2025 ASIAL ANNUAL AND FINANCIAL REPORT

A SAFER, AND MORE SECURE AUSTRALIA



**ASIAL**  
AUSTRALIAN SECURITY INDUSTRY  
ASSOCIATION LIMITED

THE PEAK BODY  
FOR SECURITY  
PROFESSIONALS

## VISION

A safe and secure Australia.

## MISSION

To continue to be the leading security association where membership is a mark of distinction that is valued by our members, the public and government.

## VALUES

ASIAL is a friendly and professional organisation. We treat each other with respect and courtesy. We recognise diverse backgrounds and perspectives. We gain the trust of others by acting fairly and with integrity. We work together to create and maintain a positive culture.

ASIAL's five core values provide a framework for how we behave and relate to each other.



## BOARD OF DIRECTORS

President	John Gellel
Vice President	Rachael Saunders
Directors	Tamara Davies, Brian Foster, Suzette Po-Williams, Fred Khoury, Kevin McDonald, Michael Smith, David Cheatham
Auditor	SDJA
Solicitor/Attorney	Sharpe & Abel

## CONSULTANTS

Monitoring Centre Certification Inspections	Simon Walker, Connley Walker
Workplace Relations	Chris Delaney, Chris Delaney & Associates
Compliance & Regulatory Affairs	Peter Johnson, Corporate Application
Special Consultant	Damien Smith, Enterprise Care Pty Ltd

## SECRETARIAT

Chief Executive Officer and Secretary	Bryan de Caires
General Manager	John Fleming
Finance and Administration Manager	Sunny Moon
Strategic Marketing Manager	Katie Ashford
Marketing & Communications Officer	Brenda Jackson
Marketing & Communications Coordinator	Bill Koukounaris
Membership Manager	Alexandra Firth
Senior Membership Coordinator	Leonie Fraser
Membership and Cabling Coordinator	Lisa Collier
Membership Coordinators	Kylie Jones, Nelomi Cramer
Systems Support Officer	Andrew Politzer

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# PRESIDENT'S REPORT

## A Year of Challenge, Change and Opportunity.

**As we reflect on the past 12 months, it's clear that the Australian private security industry continues to operate in an environment of transformation.**

Whether through advances in technology, evolving threat landscapes, regulatory developments, or increasing public reliance on private security services, our sector remains at the heart of Australia's safety and resilience. After all, security in one way or another is in every government agency, commercial enterprise, and a large portion of residential dwellings.

At ASIAL, our mission has remained constant: to represent, support and elevate the professional standing of the private security industry across Australia. I am pleased to share some of the major developments, emerging trends, and achievements from the past year.

### Significant Industry Events

The past year has seen several high-profile security incidents that have reaffirmed the critical role of both electronic security systems and security personnel:

- Public venue incidents have highlighted the essential role of well-trained crowd controllers and patrol officers in protecting life and property
- Cyber-physical convergence was at the centre of several major business interruptions, where breaches of digital infrastructure led to increased demand for physical security safeguards
- Major events and infrastructure projects, including large-scale sporting events and transport hubs, leaned heavily on integrated CCTV, access control, and guarding services to ensure public safety

In each of these, our members have demonstrated professionalism, rapid response capability, and innovation under pressure.

### Trends and Technology Shifts

The intersection of security and technology continues to move at speed. Over the past year, we have seen:

- Growth in Artificial Intelligence (AI) and analytics: Intelligent video surveillance and facial recognition are becoming mainstream in enterprise deployments
- Expansion of cloud-based security platforms: These systems are driving more flexible, scalable, and remote-capable monitoring and control solutions
- Integration of physical and cyber security: Customers now expect security providers to offer holistic risk solutions that include digital infrastructure and IoT environments
- Sustainability and ESG expectations: More clients are asking how security solutions can support broader environmental, social, and governance goals

### Challenges and Headwinds

Despite the many positive developments, the industry continues to face a number of persistent challenges:

- Labour shortages: The ongoing shortage of licensed security officers remains a major concern, affecting service delivery across the country
- Inconsistent regulatory frameworks: With licensing and compliance differing across jurisdictions, national consistency continues to be a priority
- Rising operational costs: Inflation and compliance burdens have placed added pressure on businesses, especially SMEs
- Technology adoption barriers: Operators of various sizes are challenged by the pace and cost of new technology deployment

These issues have been central to ASIAL's advocacy and member support work throughout the year and will continue to be central to ASIAL in the year ahead. Over the past 12-months, ASIAL has worked actively with both federal and state governments on a range of issues, including, for example, contributing to national security reviews and critical infrastructure protection strategies and, advocating for improved training standards and workforce development funding. In addition, ASIAL has participated in licensing reform consultations to push for national harmonisation through ASIAL initiatives such as the National Private Security Act (NPSA). While there is still much to be done, we are seeing growing recognition by government of the essential role our industry plays.

“

**Our mission has remained constant: to represent, support and elevate the professional standing of the private security industry across Australia.**

”

#### Looking Ahead

We are currently preparing to launch a major Five-Year Future Report on the Security Industry, *Security 2030*. This research paper builds on ASIAL's *Security 2025* research paper and will offer critical insights into the future shape of the industry: technology trends, workforce forecasts, customer needs, and regulatory trajectories. This will be a strategic tool not just for ASIAL members, but also for government and allied industries. In 2025, we will also expand our focus on professional development, regional member support, and standards improvement. These focus areas are key pillars for strengthening the sector as a whole.

On a personal level, I will continue to advocate for our security officers to be recognised as frontline workers across every state and territory across Australia. Indeed, we have seen legislation changes with the Federal Government, whereby security officers are recognised as frontline workers across all Federal Government sites, regardless of their location. At a State Government level, Tasmania has introduced similar legislation, and we are actively campaigning to all other State Government's. This is not only a logical step forward for governments to adopt, but also the *right* and *just* thing to do for the many thousands of security officers.

#### Thank You to Our Members, Secretariat, and Board of Directors

On behalf of the entire ASIAL team, I want to extend my sincere thanks to our members for your support, commitment, and engagement throughout the year. Whether you are a small business owner, a frontline officer, or a major integrator, your work plays a vital role in safeguarding communities across Australia.

I remain deeply honoured to lead ASIAL during such a pivotal time for our industry, and I am continually inspired by what we've achieved together, and what lies ahead. These successes are the result of collective effort and shared vision.

To this end, I want to acknowledge the unwavering dedication of our CEO, Secretariat, our Convenors, and our Board of Directors. Their tireless work behind the scenes has underpinned the progress we've made over the past year.

A special note of appreciation goes to ASIAL's Vice-President, Rachael Saunders, whose steady leadership and support have been invaluable throughout the year. I also extend my sincere thanks to our Board members: Brian Foster, Fred Khoury, Kevin McDonald, Michael Smith, Suzette Po-Williams, and Tamara Davies. Their insight, strategic direction, and commitment continues to strengthen our association and elevate the private security profession in Australia. It is a privilege to work alongside such dedicated individuals, whose efforts are helping shape a more secure and professional future for our industry. Thank you for your exceptional service and contribution.

With the support of our members, secretariat, and Board of Directors, we are building a more professional, innovative, and respected security industry. I look forward to working with you all in the year ahead.

Thank you for your ongoing trust and support.



**John Gellel, ASIAL President**



# SECRETARY'S REPORT

The past year has been another busy and productive one for the Association as we continue to support its members and promote the important role the security industry performs.

Whether delivering industry members across the country through face-to-face events, podcasts, industry newsletters and social media; providing advocacy for members through meetings with government and industry regulators; organising the industry's premier awards night, exhibition and conference; delivering advice and support to members or managing close to 7,000 registered cablers, the small ASIAL team punches well above its weight.

## 5-Year Performance Summary



Due to hard work and prudent financial management, I can report that the Association returned a net surplus of \$28,281 for the 2024-2025 financial year. Total income for the year rose to \$2,953,052, with membership income of \$1,805,509 up \$102,223. Rental and investment income was \$212,770. Total expenses were down from \$2,928,578 to \$2,924,771, despite significant additional investment in strengthening the Association's information technology defences in line with industry best practice. Total equity increased to \$5,967,124.

The Association's commitment to promoting our industry continued through a range of articles in *The Australian*, trade publications, podcasts, International Security Officers' Day, International Women's Day and support of the Shopping Centre Council of Australia's 'Kindness Never Goes Out of Fashion' campaign which engaged an audience of over 250 million. In addition, the Association provided commentary on a wide range of issues to mainstream media organisations. Over the year, the Association invested \$102,834 as part of its ongoing consumer awareness campaign.

ASIAL's Secretariat team of 12 individuals perform an exceptional role in servicing the needs of members. Without their support, and that of our board of directors, the Association would not be able to achieve what we have.

Finally, I would like to acknowledge our loyal and continually expanding member base, your ongoing support and commitment is what drives us to strive towards providing the highest level of service possible. Together we can achieve a stronger and more professional security industry.

**Bryan de Caires**  
Chief Executive Officer and Secretary



# MEMBERSHIP SNAPSHOT

## ASIAL MEMBER RECOGNITION PROGRAM

Participants at 30 June 2025



## GEOGRAPHIC MEMBER BREAKDOWN



**2,718**  
**MEMBER TOTAL**  
AS OF JUNE 30, 2025

# 2024-2025

## AT A GLANCE

WEBSITE  
PAGE VIEWS



**382, 925**

SOCIAL  
MEDIA POSTS



**1,718**

PODCAST  
LISTENS



**4,786**

INBOUND &  
OUTBOUND  
CALLS



**10,110**

INBOUND &  
OUTBOUND  
EMAILS



**247,124**

MEDIA  
MENTIONS



**69**

# 26.4 MILLION

## TOTAL AUDIENCE REACH POTENTIAL

# 21,731

TOTAL SOCIAL MEDIA FOLLOWERS



LinkedIn

17,118



Facebook

3,426



X

901



YouTube

245



Instagram

41 launched January 2025

CABLERS



6,921

FACE-TO-FACE/  
EVENT  
ATTENDEES



1,616

SECURITY  
EXHIBITION &  
CONFERENCE  
ATTENDEES



4,500 +

GO APP  
DOWNLOADS



2,092

# MEMBER FOCUSED

**Members remain at the heart of everything we do. We are committed to delivering a premium, personalised experience where the needs of members are handled efficiently and effectively by our highly skilled team and industry experts.**

Over the past year, we undertook research to hear directly from members about which benefits they value most and about the service we provide. The overwhelmingly positive feedback reinforced the importance of being there in times of need, and members highlighted the value of direct phone calls and one-to-one engagement at events.

Our multiple-channel touchpoints continue to make it easy for members to access what they need quickly and satisfactorily. Enhancements to the website, including a refreshed website homepage design and further refinements to the Member Portal, including the restructuring of application forms to create the ability for new applicants to resume abandoned applications, have delivered a streamlined UX. Database security remains an ongoing priority in line with best practice list management.

Video is a primary explainer across the member journey. We published thirty-one new videos covering events, the forty benefits, and range of services to ensure members have a deeper understanding of what they can access and what we do. All assets are captioned for maximum accessibility.

Through research-driven improvements, continuous upgrades, and more personal outreach, we are ensuring members not only have fast access to vital services but also enjoy a stronger connection to the Association.



**The vast majority (78.12%) of respondents are either satisfied or very satisfied with ASIAL.**

**“The information update is timely and of quality.”**

**“Best help we have ever had.”**

**“Someone always gives advice when needed.”**

**“ASIAL is a necessary component for the security industry.”**

**The Top 40 Benefits of ASIAL Membership – your passport to success!**

**ASIAL**  
The gold standard for security professionals



**Scan the QR code to learn more about the member benefits.**

# LEADERSHIP & ADVOCACY

**Through regular meetings with industry regulators, government, and participation on Industry Advisory Groups and Australian Standards, we have provided strong advocacy on important industry issues and commenced a multi-pronged educational campaign related to the changes to the Victorian Private Security Act**

## **Recognition of Security Officers as Frontline Workers**

One of the year's cornerstone initiatives was securing recognition of security officers as frontline workers. In March 2024, ASIAL lodged a submission to the Tasmanian Government advocating explicit inclusion of security officers, supported by a national awareness push that included an article in The Australian. In December 2024, Tasmania passed the Sentencing Amendment (Presumptive Sentencing for Assaults on Frontline Workers) Bill 2024, introducing a minimum six-month sentencing presumption for assaults and serious harm offences against frontline workers—explicitly extending stronger protections to security officers.

Building on this momentum, in December 2024, ASIAL met with the Federal Attorney-General's Department to seek clarity on amendments to the Commonwealth

Criminal Code. Subsequently, Divisions 146 and 147 were amended to increase penalties for offences against Commonwealth public officials, expressly capturing security guards whose primary function involves direct interaction with the public. In late December, the Northern Territory government also increased penalties for assaults on workers and assaults on police and emergency workers.

These developments deliver materially stronger protections for security officers at NT, Tasmanian and Commonwealth levels and mark a significant advocacy win for the industry.





## ‘Be Kind in Retail’ campaign

During the Christmas shopping period 2024, the ‘Be Kind in Retail’ campaign was launched nationwide in Australia, as an ongoing collaborative effort to combat alarming levels of abuse, violence and the use of weapons against workers. A retail industry coalition including ASIAL comprised of the Shopping Centre Council of Australia (SCCA), National Retail Association (NRA), Australian Association of Convenience Stores (AACS), Pharmacy Guild of Australia, and Building Service Contractors Association of Australia (BSCAA).

The campaign consisted of over \$7 million commercial advertising value, with 3,500 digital screens, over 120 million campaign plays and engagement of over 250 million.

Feedback from campaign participants noted a reduction in recorded threatening and aggressive incidents against staff at certain locations throughout the period of the campaign year-on-year, (Nov – Dec 2023 – Nov – Dec 2024). This is a positive outcome, and further analysis and retail industry discussions will be undertaken to improve any future campaigns.



## Security Insider Podcast Series

In the period, *Security Insider* podcasts charted the sector’s shifting landscape across 23 new episodes and clocked up over 30,000 listens. Standout engagement came from podcasts related to people & human-centred issues in security, major industry changes & regulation, high-impact, topical issues with global or urgent relevance, and global events, crises, or emerging threats.

## ASIAL CEO Forum

ASIAL has set up a CEO Forum comprising the heads of major member companies to help inform responses to industry issues and challenges and to provide a sounding board for ASIAL campaigns and initiatives.

A similar forum comprising CEOs from SME member companies is planned for 2026.

## Workplace Relations Changes

From August 26, 2024, the Fair Work Commission amended Modern Awards to include new provisions, including changes to Casual employment, Independent Contractors, Right to Disconnect and Workplace Delegates’ Rights. ASIAL members were kept updated through timely, comprehensive bulletins and have access to a specialist IR consultant.

## Promoting Careers and Diversity in Security

In addition to the repository of Career fact files, member video case studies were added to ASIAL’s careers portal. We also increased the number of real-world case studies in both the protective and electronic sectors as inspiration. A key article was also featured in *Security Insider*, January – March 2025.



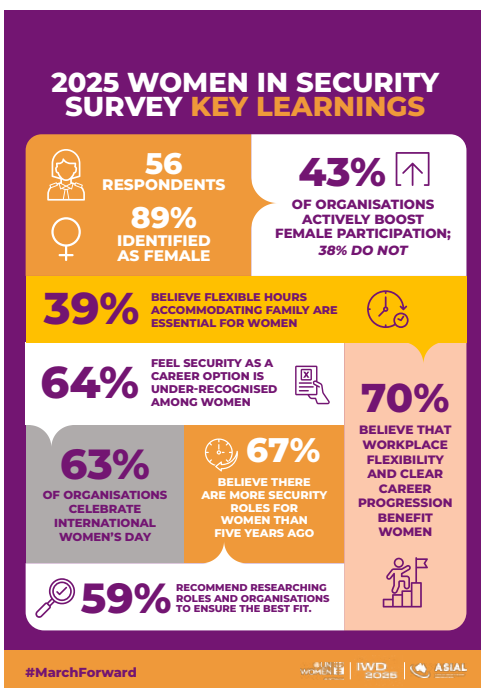
## ASIAL Security Industry Licensing Report 2025

Now in its 6th year, the ASIAL Security Industry Licensing Report 2025 provides an annual update on individual and corporate security licence numbers across Australia. The report draws on licensing data from state and territory security industry regulators.



## Spotlight

Continuing a commitment to first-party research, in January 2025, ASIAL launched the 2025 International Women's Day survey to assess the experiences and perspectives of individuals in the Australian security industry. The results were shared at 7 breakfast events. The IWD2025 Campaign also included a podcast, 25+ #MarchForwardMoment social cards, a new video, and a podcast.



## Media Engagement

Throughout the year, the Association amplified the industry's voice via sustained advocacy with government, along with briefings to user forums and advisory groups. ASIAL's CEO, Bryan de Caires, provided expert commentary across national and trade media, including ABC coverage of private security growth trends and Security Solutions Media's feature for International Security Officers Day.

He responded to multiple media requests, including News Corp and Fairfax publications, Channel 7, NINE, and over 15 trade and industry magazine articles. He addressed stakeholder forums such as the AFL Integrity & Security Forum at Marvel Stadium and delivered market updates across Australia at ASIAL breakfast briefing events.

From July 2024 to June 2025, ASIAL generated 69 media mentions, reaching a Total Audience Reach Potential of 26.4 million. Coverage was predominantly positive, driven by the ASIAL Security Awards, the Sydney Security Conference, and the "Be Kind in Retail" campaign. These initiatives highlighted industry leadership, innovation, and social impact, attracting strong engagement in late 2024.



## Industry Upskilling - Refresher Training in QLD



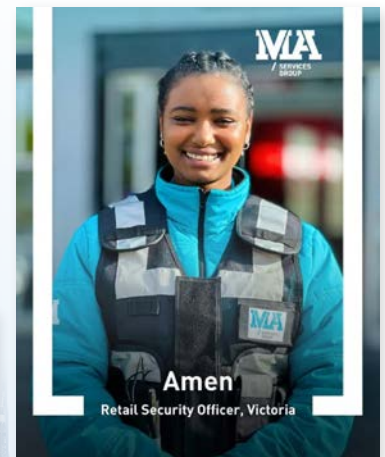
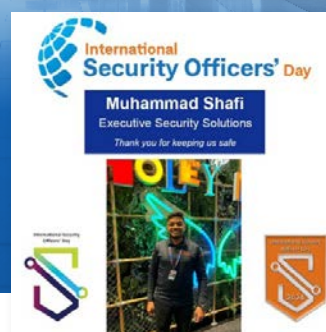
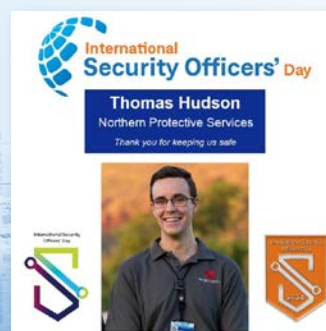
Jobs Queensland (JQ) and the Australian Security Industry Association Ltd (ASIAL) launched the first two programs, a free micro-credential, Skills Enhancement for Security Professionals. Delivered in person and online, the course was funded by Jobs Queensland's Grow Your

Own Regional Workforce Program, under the Queensland Workforce Strategy, and was designed to boost productivity, performance and confidence on the job. Developed and delivered by the University of the Sunshine Coast (UniSC), the seven-week program (two hours per week) strengthened participants' skills in communication, conflict resolution, customer service and behavioural observations. Through targeted weekly workshops in de-escalation, effective communication and strategic problem-solving, participants learned to reduce risks, improve community safety and stay prepared in a dynamic operating environment. The course also focused on behavioural observation, current industry information and strategies for reducing vulnerability. Feedback from course participants was excellent.



## International Security Officers' Day

Through a range of initiatives, the Association promotes International Security Officers' Day, an opportunity to say 'thank you' to the thousands of frontline Security Officers across Australia who perform a vital role in keeping the community safe 24 hours a day, 7 days a week. This was the 9th year and included an article in the Herald Sun, a new video which achieved 850 views, the sale of 17,000 pins and the publication of 90 member profiles on our social channels.



## Industry networking and briefings

Over the year, the Association organised 20 professional development and networking events, including Security Industry Breakfast Briefings in Adelaide, Brisbane, Canberra, Darwin, Hobart, Melbourne, Perth and Sydney. The Association also organised the annual ASIAL Security Conference and Gala dinner in Sydney and the Australian Security Industry Awards dinner in Melbourne. These events provide an opportunity for members to be recognised, and briefed on important industry issues and developments, and to network.



## ASIAL Security Insights Webinar Series

We launched our Security Insights Webinar series – the ultimate resource for Workplace and Relations, and Compliance on the go. Crafted by ASIAL's in-house team of experts, this series of 10 webinars is designed to deepen members' knowledge and provide invaluable guidance to help members navigate the complexities of workplace relations compliance in the security sector. and global events, crises, or emerging threats.



## Respect at work: Help prevent workplace sexual harassment

Workplace sexual harassment occurs in every industry across NSW. It is a work health and safety (WHS) hazard that harms workers, businesses and the broader community – and it's preventable. SafeWork NSW prepared a toolkit to help employers communicate important information about preventing workplace sexual harassment.

## Security 2024 Expo and Conference



### ASIAL Security Conference

The two-day conference delivered authoritative insights, policy updates, and practical strategies from over 25 of Australia's foremost leaders.



### ASIAL Stand - K57

The ASIAL team promoted the Association alongside Australia's leading security innovators, integrators, and decision-makers.



### Gala Dinner

Over 300 attendees celebrated industry excellence networking with peers while honouring achievements and innovation of the best New Product.



# ACCESS TO TIMELY INFORMATION AND RESOURCES ACROSS MULTIPLE COMMUNICATIONS PLATFORMS

ASIAL members are kept fully informed about the latest industry news and developments through a range of physical and digital communication channels.

- **Security Insider Magazine**  
complimentary for ASIAL members, the quarterly *Security Insider* magazine (available in both print and digital formats) provides updates and insights on industry issues.
- **Social Media**  
during 2024-25 ASIAL generated over 500 posts on each of its social media channels (LinkedIn, Facebook, X, Instagram and YouTube). The Association's combined social media followers have risen to over 21,000.
- **First Alert eNewsletter**  
the bi-monthly newsletter for members, First Alert provides timely updates on important industry issues.
- **ASIAL Website & News**  
with 382,925 page views during 2024-2025, the ASIAL website continues to be a vital source of information for members and the wider community.
- **Member Bulletins**  
a number of member bulletins were released during the year to provide clarity on issues such as changes to Casual Employment, Independent Contractors, Right to Disconnect and Workplace Delegates Rights.
- **ASIAL Small Business HR Handbook**  
available free to members, the handbook includes templates and helpful guidance on a broad range of human resources issues.
- **ASIAL Small Business Compliance Handbook**  
available free to members includes guidance on regulatory compliance and licensing information, as well as an induction manual providing guidance on Standard Operating Procedures.

- **Safe Workplace Management System**  
the ASIAL Safe Workplace Management System is a total WHS system, designed and tailored to the Australian security industry. It allows frontline staff to capture data and trigger workflows with a clear audit trail. This solution is offered to ASIAL members only, for a low annual subscription fee, with a regularly updated user manual, email newsletter, and ongoing assistance to administrators.
- **ASIAL Alarm Monitoring Service Agreement**  
the ASIAL digital Alarm Monitoring Service Agreement available exclusively to members provides a written agreement between alarm installation companies and their customers.
- **ASIAL Monitoring Centre Grading Program**  
ASIAL provides a well-respected grading scheme for alarm monitoring centres, as well as a supplementary certification for graded centres that are supported at a separate location, redundant to the main centre.
- **ASIAL certification program for Class 5 Intruder Alarms in accordance with AS/NZS 2201.1:2007 Intruder Alarms Client's premises – design, installation, commissioning and maintenance**  
The program provides independent certification that a Class 5 Security System is fully compliant with the Australian Standard.



## Australian Security Industry Individual Professional Recognition Program

The Australian Security Industry Individual Recognition Program sets the benchmark for security professionals by recognising the experience and qualifications of security professionals. Recognition levels include:



**ASIAL  
GO**

**ASIAL GO App**  
a recent ASIAL initiative, the ASIAL GO App provides instant updates on industry news and developments as they happen.

**The ASIAL GO App has  
over 2,000+ users**

# ASIAL MEMBER RECOGNITION PROGRAM

The ASIAL member recognition program acknowledges longstanding members of the Association. Categories include Platinum (25+ years), Gold (16-24 years), Silver (11-15 years) and Bronze (6-10 years).



## 2025 PLATINUM MEMBERSHIP RECIPIENTS

During the course of the year, a number of members were presented with their Platinum membership certificates. Among those recognised this year included Brinks Australia, National Electronic Security, Admax Security Services and TCB Security.



### Hypertech Security

Mark Gordon, Technical Manager and Gordon Hutchison, Managing Director of Hypertech Protection Services Pty Ltd T/a Hypertech Security



### Kastle Systems Australia

Kerry Goddard of Kastle Systems Australia



### Access Group Solutions

Frederick Khoury CPP of Access Group Solutions and ASIAL Board Member



### Nepean Regional Security

Gina Field, Managing Director & Founder of Nepean Regional Security with ASIAL President John Gellel

# ELECTRONICS REPORT

**The Association continues to engage with government, industry and members to address a wide range of issues. We also support members through our ongoing involvement on a number of influential committees.**

## Standards

ASIAL has participated in supporting standards development for the security industry and are currently committee members for Australian Standards and the International Electrotechnical Commission (IEC).

ASIAL had submitted a proposal to Standards Australia for the revision of AS2201.1:2007 Clients Premises – design, installation, commissioning and maintenance. This was accepted by Standards Australia and the first working committee meeting happened in May 2025.

ASIAL is the elected chair for EL-031 and engages with the International Electrotechnical Commission (IEC) as a participating member on IEC/TC79/WG13 focused on the development of standards, Building Intercom Systems, Video Surveillance Systems and Access Control systems.

## Security Training Qualifications

The Australian VET system for industry qualifications underwent a major delivery change, as part of the Department of Education, Skills and Employment industry engagement reform.

BuildSkills Australia started operations in January 2024 and is part of a national network of 10 Jobs and Skills Councils (JSCs) that provide leadership to address skills and workforce challenges in the construction, property and water industries.

ASIAL is a committee member working with the property sector responsible for reviewing and developing vocational education and training for the Security Industry. Projects will be focused on occupational analysis as a basis of rebuilding qualifications and unit structure to align with current and emerging work practices and to support a more consistent regulatory approach. BuildSkills Australia will identify skills and workforce needs for their sectors, map career pathways across education sectors, develop contemporary VET training products, support collaboration between industry and training providers to improve training and assessment practices. They will also serve as a source of intelligence on issues affecting construction, property and water industries.



**The Association continues to operate the highly respected monitoring centre certification program in accordance with Australian Standards.**



## National Broadband Network

ASIAL continues to engage with the NBN Co to provide information for members on the deployment of the National Broadband Network (nbn). The nbn working with approved service providers will replace the existing landline phone and internet services in Australia. It is vitally important that stakeholders in the migration of back to base security and medical alarms be informed about the nbn developments and communicate with their customers to offer solutions that maintain the security systems integrity. No matter which type of technology is used to deliver the nbn, it is crucial that home and office wiring has been well planned and installed correctly.

ASIAL provides information to members and advocates the need for security installation work to be carried out by a licenced security technician that holds an Australian Communications and Media Authority (ACMA) cablers registration card with the appropriate cabling competence

## Monitoring Centre Certification

The Association continues to operate the highly respected monitoring centre certification program in accordance with Australian Standards.

The new standard, AS 2201.2:2022 Monitoring Centres, came into full effect in March 2024. As of June 2025, 18 monitoring centres have successfully transitioned to the updated standard.

ASIAL also provides certification for redundant Monitoring Centres and Class 5 certification. The ASIAL scheme seeks to provide customers with the reassurance that the standards applied at a monitoring centre are independently audited by an ASIAL appointed engineer on a two-year basis. All applications can now be managed online through ASIAL's updated website.

## Class 5 Certification

ASIAL Class 5 Intruder Alarm System Installation Certification in accordance with NZ/AS 2201.1:2007. Class 5 security systems are used on sites that need higher levels of security, any site where a breach could cause serious business impacts. Class 5 security systems are also used to ensure the protection of zone three areas within Australian government entities. These areas are restricted and therefore need a solution that provides a high level of protection.

When installed and implemented correctly, a Class 5 intruder alarm can provide a high security level of protection. The

Class 5 is a cost-effective solution, offering the protection of a high-quality, certified intruder alarm system.

The standard requires encrypted communication between sensors, keypads and the control panel.

Assessments are undertaken by an independent assessor as appointed by ASIAL. All certifications are valid for 24 months. A prerequisite is that a current Class 5 capability certification for control equipment must be verified prior to a site inspection.



# ASIAL CABLING REGISTRY



## Acting on behalf of the Australian Communications and Media Authority (ACMA)

ASIAL provides cabling with advice and support to comply with cabling registration requirements.

The ACMA is responsible for setting out the regulatory requirements for registration and installation practices of cabling.

ASIAL's cabling registry has been busy responding to cabling who wish to either obtain a cabling registration or update their specialised cabling competencies to continue legally working in the industry.

Registered Training Organisations offer courses for Open Cabling registration and the ability to add specialised cabling competencies, Fibre, Structured and Co-axial. These qualifications have been deemed essential for the development of a skilled labour force that can install and work on Security alarm systems, CCTV, fire systems, telecommunications, IP technologies and the National Broadband Network.

ASIAL continues to engage with the ACMA and other cabling registrars to promote ongoing compliance and training in this sector. The registered cabling website attracts approximately 2200 new users per month and continues to provide vital information to industry and consumers about cabling competencies. After extensive communication with the ACMA and the nbn, both organisations are actively promoting the website as the place to go for unbiased information on the nbn, find a cabling and smart cabling.

**As of 30 June 2025, ASIAL  
cabling registrations rose to**

**6,921**

of these **95.4%** were 'Open' registrations  
**4.5%** 'Restricted' and **0.1%** 'Lift'.



#### ASIAL Digital Cablers Registration Card

In a first for ACMA registered cablers, ASIAL issues a Digital Cabling Registration Card at no additional costs to cablers. The card is available for download to smartphone devices via the ASIAL GO app on both IOS and Android platforms. ASIAL registered cablers will continue to receive a physical card but have the added convenience of a digital card on their smartphone.

#### Security Technician Certification

ASIAL in conjunction with Comtech Training continue to deliver the Security Technician Certification (STC) training program nationally. Designed to provide a career pathway for security technicians, the STC program is also a proactive initiative to attract and retain appropriately skilled workers capable of meeting the future needs of the industry.

The STC program is a national recognition program initiated by ASIAL to recognise technicians who have the relevant industry experience and training.

Attracting appropriately skilled workers has always been a priority for electronic security providers. However, growing competition for workers from other industry sectors means that there is a growing need for employers to have in place strategies to attract and retain the 'right' people.

Technological developments such as the continued roll out of the National Broadband Network and the acceleration of IP-based solutions are driving changes to the skill sets required by security technicians.

# COMPLIANCE AND REGULATORY AFFAIRS

## Navigating a Changing Security Landscape

Over the past year, ASIAL has remained at the forefront of guiding the private security industry through a dynamic and increasingly complex regulatory environment. Growing demands in compliance, licensing, and operational standards, particularly around Work Health and Safety (WHS) and emerging technologies, is reshaping the obligations placed on security providers. This has been further accelerated by broader societal and legal expectations following tragic events such as the Bondi Junction Shopping Centre, and the subsequent inquest which is expected to have significant implications for security standards, oversight, and training.

## Rising Compliance Challenges and WHS Responsibilities

Security businesses continue to face unprecedented scrutiny and regulatory requirements. These include:

- Increased compliance obligations under Work Health and Safety laws, especially for organisations operating in high-risk, public-facing environments.
- Heightened expectations around duty of care, particularly in light of learnings from security incidents and increasing litigation associated with security operations identifying critical gaps in communication, threat recognition, and protective responses.
- Stronger expectations on security employers to conduct ongoing training, mental health support, and situational risk assessments for frontline workers.

Hearings at the Bondi Junction inquest raised concern over systemic failures in risk identification, communication, and protective capability at the front line. It is anticipated that regulatory and cultural shifts for the security industry, will likely include:

- Increased WHS compliance scrutiny, especially regarding mental health, fatigue management, and violence de-escalation training
- Greater emphasis on dynamic risk assessments in public venues and shopping precincts
- Enhanced legal expectations on security providers to act proactively and accountably in environments where early warning and intervention could prevent escalation

ASIAL continues to support members in adapting to these evolving expectations, advocating for practical implementation approaches that uphold safety without stifling operational flexibility.

## Licensing and the Expansion of Technology-Based Security Roles

Throughout the year, ASIAL handled an increasing volume of member enquiries concerning the intersection of security licensing with technology-related services. This included:

- The increasing overlap between electricians, IT professionals, cyber security consultants, cablers, and security operators, often leading to unlicensed operatives conducting regulated activities.
- Member confusion over the licensing implications of surveillance, the use of drones, robotics, AI-enabled monitoring, and cyber risk tools, particularly across different state and territory jurisdictions.

ASIAL has been active in engaging with and educating regulators and members about the need for clearer guidelines and stronger enforcement where unlicensed work undermines industry professionalism and safety.

## Critical Infrastructure

The Security of Critical Infrastructure (SOCl) framework continued to present new challenges for security providers whose clients fall under the federal legislation. In particular members required assistance with:

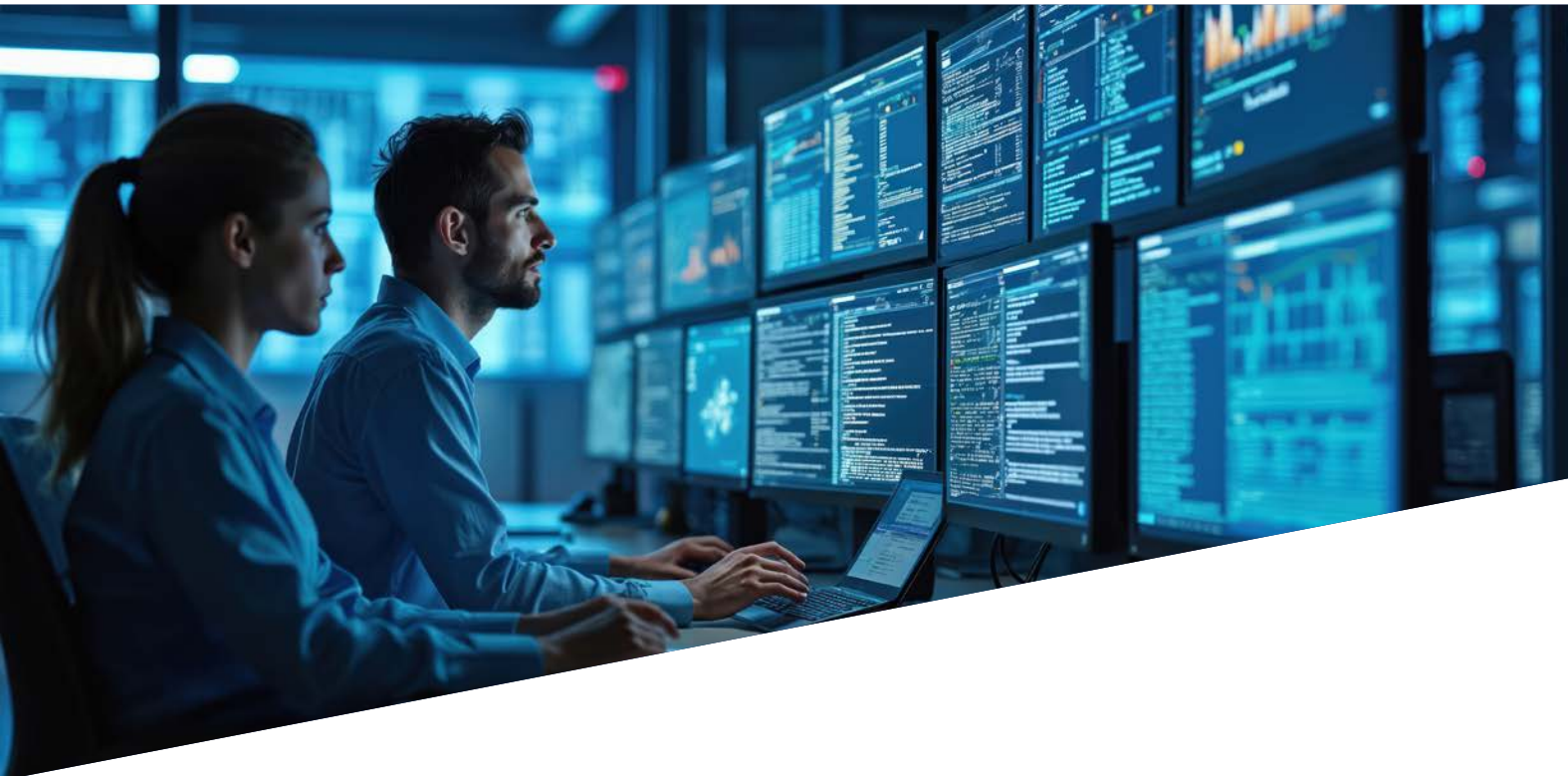
- Understanding obligations to support client annual risk reporting to the Commonwealth
- Aligning operational security planning with federal compliance benchmarks
- Responding to increased demand for incident reporting protocols, data management and cyber-physical security integration.

ASIAL has expanded its guidance to ensure members are not inadvertently exposed to liability through client SOCl compliance failures.

## Jurisdictional Licensing Complexities and the Push for National Reform

The current state-based licensing framework remains a significant barrier for security businesses operating across borders. Key member challenges include:

- Duplicative licence requirements for businesses with national contracts
- Confusion surrounding business structure impacts on licensing (e.g., ownership changes, sales, or independent contractors)



- Administrative burdens related to multiple jurisdiction notifications and processes

ASIAL's proposed National Private Security Act (NPSA) remains a relevant document of influence and discussion in gaining traction as a unifying legislative model. However, achieving harmonisation remains a long-term goal requiring sustained cross-jurisdictional engagement.

## Regulatory Delays and Workforce Disruption

Although we have experienced a general improvement in Regulatory processing times, delays continue to have serious consequences for workforce mobilisation and service delivery. These delays are especially damaging in:

- Critical incident responses
- Rapid contract onboarding
- Start-up operations of new businesses

ASIAL continues to call for a service delivery guarantee from regulators and advocating for the resourcing of licensing units to reflect real-time operational needs.

## Policy Reviews and Legislative Developments

ASIAL has remained active in representing industry views in multiple legislative reform processes, including:

- Surveillance, privacy, cyber security, and domestic violence response frameworks
- Data protection regulations, PPE standards, and Australian Standards
- Reform of the Victorian Private Security Act, which commenced on 19 June 2025.
- The Victorian amendments included:

- Transition from business registrations to a unified business licence system
- Mandatory business licensing for independent contractors
- A Code of Conduct and a Client responsibility to deliver a risk management plan for delivered or engaged security services
- Refresher training requirements for frontline licence holders, initially security guards, crowd controllers and bodyguards
- The requirement to hold a current first aid certificate upon licence renewal
- Subcontracting obligations, record-keeping, and client consent

ASIAL will continue to monitor the implementation, of the new legislative provisions, provide an industry voice, and keep members informed of compliance requirements as they emerge.

## Continued Industry Advocacy and Standards Engagement

ASIAL remains dedicated in the support of Members with:

- The promotion of best practice models of compliance and risk management
- Participation in national standards committees and regulatory advisory panels
- Advocating for proportional, evidence-based reforms that improve safety while supporting industry viability
- Supporting members with engagement with Regulators, and
- Advocating legislative support for security as front-line workers.

Our commitment continues in the support of our members through this period of accelerated change and regulatory evolution.

# WORKPLACE RELATIONS REFORMS CONTINUE TO IMPACT THE SECURITY INDUSTRY

Workplace relations reforms remain a significant concern for employers in the security industry. While ASIAL achieved progress in reducing red tape and costs in some State jurisdictions throughout 2024–2025, federal reforms introduced under the Labor Government continue to influence the sector.

## Portable Long Service Leave (LSL) – Victoria

In 2024, ASIAL engaged with the Portable Long Service Leave Authority regarding its interpretation of “Ordinary Pay” and “Ordinary Hours.” The Authority had been including overtime in quarterly employer contributions, which ASIAL argued was inconsistent with accepted legal standards and imposed unnecessary costs.

Following ASIAL’s recommendation, the Authority reversed its stance—from April 2025 employers are no longer required to include overtime hours or pay in their LSL quarterly returns, resulting in considerable savings for the industry.

## Annual Wage Review

In June, the Fair Work Commission awarded a 3.5% increase in Award rates, effective from the first full pay period on or after 1 July 2025. Additionally, the Superannuation Guarantee contribution will increase by 0.5% from the same date. Updated rate schedules under the Security Services Industry Award 2020 are available on the ASIAL website.



## Emerging Challenges

### Psychosocial Injuries

There has been a marked rise in members seeking assistance with psychosocial injury claims—often triggered when performance or conduct issues are raised. In many cases, employees claim stress, bullying, or harassment before any meeting occurs, frequently with limited evidence. These claims can result in longer absences and higher compensation than physical injuries, raising growing concern among employers.

### Flexible Work and Right to Disconnect

While the “Right to Disconnect” legislation initially caused alarm, its practical effect has been minimal. However, disputes over flexible work arrangements are on the rise and expected to escalate to the Fair Work Commission in 2025. Employers must ensure they understand their responsibilities to provide written responses to employee requests.

### State Developments

#### **Victoria: Workplace Surveillance Reforms**

A Victorian Senate Inquiry has made 18 recommendations to modernise surveillance laws. Key proposals include:

- Making surveillance technology-neutral, necessary, and proportionate.
- Requiring consultation with employees and human review of significant automated decisions.
- Enhancing data protections and transparency regarding data handling.
- Improving employee rights to access their data and receive notice of breaches, with privacy protections extended to all workers in Victoria.

#### **New South Wales: Psychosocial Workers’ Compensation**

The NSW Government has scrapped a requirement for employees to have harassment claims verified by an industrial tribunal to enable access to workers’ compensation. It has instead introduced an eight-week fast-track process for psychological injuries tied to bullying, harassment or overwork.

However, the proposed legislation may make it harder for employees to obtain long-term compensation, such as for PTSD. The NSW Industrial Relations Commission will now have powers to issue stop-bullying orders and award remedies including public apologies and damages up to \$100,000.

This presents complications for National system employers, as bullying claims must be lodged in the state jurisdiction to access compensation. The real-world implications remain to be seen.

### **Payroll Tax Disputes – NSW**

ASIAL has raised concerns about Revenue NSW’s interpretation of section 37(1) of the Payroll Tax Act 2007, particularly regarding contractor and employment agent provisions. Although ASIAL hasn’t been formally asked to present further evidence to the relevant committee, its CEO and Workplace Relations Advisor are scheduled to meet with the NSW Finance Minister.

ASIAL also drew the Minister’s attention to a recent Tribunal case supporting the industry’s stance. The Tribunal determined that the security provider was not supplying guards for a client’s business in a statutory sense, but instead delivering a regulated service, with the security company retaining employer responsibilities.

The extent of legislative change affecting employers will continue to cause extra work and uncertainty for members. ASIAL will continue to provide members with timely and accurate advice to reduce the burden and build transparency.

# DIRECTOR PROFILES



**John Gellel**

John has more than 25 years' experience in the security industry. Prior to joining Kastle Systems as General Manager in 2016, John spent 15 years with Honeywell Security and ADI Global Distribution. John has an MBA and an Advanced Diploma of Management. He has served on the ASIAL Board as a Director from 2014-2016, Vice-President from 2017-2021 and President from 2021.



**Rachael Saunders**

Rachael has more than 30 years of experience in the security industry. She founded National Protective Services in 1988 and was appointed to the ASIAL Board in 2015. Rachael was appointed to the board of the Portable Long Service Leave Authority in 2019.



**David Cheatham**

David has over 40 years' combined experience in private security and policing and was appointed to the ASIAL Board in 2025. David is a highly regarded and respected leader in the security industry and a prominent member of the MSS Security Executive Leadership team. He holds tertiary qualifications in Security and Risk Management, Training and Assessing and Business Management.



**Fred Khoury**

Fred has 35 years' experience working in the security industry and has been an ASIAL member since 1999. He is personable, and a consummate professional who is highly regarded and respected within the security, retail and services sectors. Fred is passionate in promoting the security industry in order to achieve the recognition and influence it deserves.





## Kevin McDonald

Kevin has more than 35 years of experience in the electronics and manpower sectors. A Director since 2001, Kevin is committed to the integrity, standards and improvement of the security industry.



## Brian Foster

Brian Foster's distinguished security industry career spans 50+ years across engineering, management, and directorship roles. A Foundation Fellow of the AICD and Fellow of both IML and ASIAL, Brian has dedicated over 25 years as Vice President and a member of the board. He remains committed to mentoring and developing future leaders in the security sector, sharing his wealth of expertise and passion.



## Tamara Davies

Tamara is an executive with over 20 years of experience in the security industry, spanning both protective services and electronic security. She has held senior leadership roles in multinational organisations across governance, legal, risk, compliance, and workplace health and safety. Tamara is a qualified lawyer who began her career as a police officer. She also holds both a master's and a bachelor's degree in security.



## Michael Smith

Michael has 20-plus years' of experience in the security industry. He has worked for both Australian and international, private and public companies in general management and MD roles. Michael is now providing expert advice to small and medium-sized businesses. He has a Bachelor of Commerce, is a CPA and a member of the AICD.



## Suzette Po-Williams ASM

Suzette Po-Williams, ASM – NSW Convenor and Customer Service Manager at Central Monitoring Services. With over 30 years' experience across protective services, projects, consulting, and monitoring, she champions innovation, compliance, and tailored solutions. Suzette is an advocate for the security industry and vulnerable communities, recognised for developing safety technology and driving industry best practice.

# DIRECTORS' OPERATING REPORT

Your board of directors submit this operating report for the year ended 30 June 2025. The names of the company's directors in office during the financial year and until the date of this report are as follows. Directors were in office for this entire period unless otherwise stated. A brief profile of each Director is set out on pages 26 and 27 of this Annual and Financial Report.

### Directors

Tamara Bayly	David Cheatham*
Brian Foster	John Gellel
Fred Khoury	Kevin McDonald*
Suzette Po-Williams	Rachael Saunders
Michael Smith	

\*Following Kevin McDonald's resignation in June 2025, David Cheathan was appointed as a director in June 2025.

### Key Objectives of the Association

The Association's key strategic priorities are:

- Promoting the industry's role and capabilities
- Raising ethical and professional standards
- Working towards nationally consistent security licensing standards
- Driving industry research and data sharing
- Forging stakeholder collaboration

### Strategy for Achieving These Objectives

Through both short and long-term measures, the Association has in place strategies to achieve its strategic priorities.

These include:

- Promoting the industry's role and capabilities;
- Driving industry research;
- Providing advocacy through engagement with regulators, government and industry submissions;
- Raising ethical and professional standards through the development of industry codes of practice, guidelines and contributing to the development of Australian Standards;
- Providing industry representation as a Registered Organisation of Employers under the *Fair Work (Registered Organisations) Act 2009*;
- Providing member services as an approved security industry association in the ACT, QLD and VIC;
- Delivering our obligations as a cabling registrar under the Australian Communications and

Media Authority's Cabling Provider Rules;

- Promoting the use of ASIAL members through consumer awareness campaigns;
- Providing professional development opportunities and industry certification schemes;
- Providing the high level of service to our members through a commitment to continuous improvement;

- Forging stakeholder collaboration;
- Ongoing development of the Association's communications channels to ensure that they best serve the needs of members and the broader community;
- Offering practical and affordable member benefits and services.

### Measurement of the Association's Performance

The Association measures performance through member acquisition and retention rates; growth in member subscription and non-subscription revenue; member engagement score; media exposure and profile; and financial performance against budget.

### Corporate Structure

The Company is limited by guarantee. The liability of each member in respect of liabilities of the company, as specified in the Constitution, is limited to \$100.

### Nature of Operations and Principal Activities

The principal activity of the Company during the financial year was as an Industry Association serving the needs of employers and members within the Australian Security Industry. No significant change in the nature of this activity occurred during the year.

### Number of Recorded Members

The number of Members recorded in the Register of Members of the Organisation as at 30 June 2025 for the purposes of section 254 (2) (f) of the *Fair Work (Registered Organisations) Act 2009* was 2,718.

### Employees

The company employed 12 employees as at 30 June 2025 (2024: 12 employees).

### Rights of Members to Resign

In accordance with section 174 of the *Fair Work (Registered Organisations) Act 2009*, a member may resign from membership of the Organisation by written notice addressed and delivered to the Chief Executive Officer as per rule 11 of the ASIAL Constitution.

### Details of Trustee of Superannuation Entities

No member of the Board was:

- A trustee of a superannuation entity of an exempt public sector superannuation scheme or
- A director of a company that is a trustee of a superannuation entity or exempt public sector superannuation scheme where the criterion for the member being a trustee or director is that the member is an officer or member of ASIAL.

Operating Results for the Period and Review of Operations

The Association earned a net profit for the year of \$28,281 (2024: \$8,161). The Association's reserves grew to \$5,967,124.

The Association remains committed to its policy of reinvesting surpluses into the maintenance and improvement of services to members, whilst using the balance to maintain appropriate reserves for when they may be needed.

Significant Changes in the State of Affairs

No significant change in the state of affairs of the Company occurred during the financial year.

Significant Events after Balance Date

No significant events have taken place after the balance date.

Likely Developments and Expected Results

Directors have budgeted for a surplus of \$14,583 for the coming year. The Association's consumer awareness campaign will continue through funding from the member marketing fee. The Association has in place a number of ongoing strategic partnerships which will support initiatives aimed at raising standards and compliance among members.

Loans, Grants and Political Donations

No loans, grants or political donations were made during the course of the year.

Indemnification and Insurance of Directors and Officers

During the year, the company has paid a premium in respect of a contract insuring directors and officers against:

(a) liability arising from wrongful acts committed in their capacity as directors and officers of the company, but excluding dishonesty, fraud, malicious conduct or wilful breach of duty; and (b) the costs of legal representation in relation to such liabilities. The premium paid was \$8,382.48, which also includes cover for the company in respect of loss it suffers as a result of wrongful, wilful or fraudulent acts of its directors, officers and employees. This contract complies with Section 199B of the Corporations Act 2001.

Proceedings on Behalf of the Company

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings.

Auditors

SDJA continues to act as auditors in accordance with Section 327 of the Corporations Act 2001.

Directors' Emoluments and Transactions

No emoluments have been received or are due and receivable by Directors from the company or any related body corporate.

Directors' Meetings

Attendance by each director at board and board committee meetings, held during the period each director held office this year, is shown below. The number of meetings is in brackets.

Directors Attendance at Board Meetings

Tamara Bayly (5/5)	Brian Foster (5/5)
John Gellel (5/5)	Fred Khoury (5/5)
Kevin McDonald (5/5)	Rachael Saunders (5/5)
Michael Smith (5/5)	Suzette Po-Williams (5/5)

Attendance at National Reference Group Meetings

Tamara Bayly (1/1)	Brian Foster (1/1)
John Gellel (1/1)	Fred Khoury (1/1)
Kevin McDonald (1/1)	Rachael Saunders (1/1)
Michael Smith (1/1)	Suzette Po-Williams (1/1)
Chris Delaney (1/1)	John Fleming (1/1)
Peter Johnson (1/1)	Darryl Milling (1/1)

A copy of the auditor's independence declaration, as required under section 307C of the Corporations Act 2001, is set out on page 31.

This report is made in accordance with a resolution of the Directors.

John Gellel

Director

Rachael Saunders

Director

Crows Nest, 4 September 2025

# DIRECTORS' DECLARATION

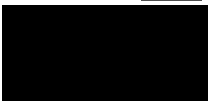
On August 2025 the Directors of Australian Security Industry Association Limited passed the following resolution in relation to the General Purpose Financial Report (GPFR) for the year ended 30 June 2025:

The Directors declare that in their opinion:

- a) the financial statements and notes comply with the Australian Accounting Standards and the Corporations Regulations 2001;
- 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;
- e) the reporting unit does not have any controlled entities and is not required by the Accounting Standards to prepare consolidated financial statements. Therefore, a consolidated entity disclosure statement has not been included as section 295(3A) (a) of the *Corporations Act 2001* does not apply to the reporting unit; and
- f) during the financial year to which the GPFR relates and since the end of that year:
  - i. meetings of the Directors were held in accordance with the rules of the reporting unit concerned; and
  - ii. the financial affairs of the reporting unit have been managed in accordance with the rules of the reporting unit concerned; and
  - iii. the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
  - iv. 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
  - v. 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 Directors.

On behalf of the Board



**John Gellel**

*Director*

4 September 2025



**Rachael Saunders**

*Director*



**SDJ Audit Pty Ltd t/a SDJA**

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**Australian Security Industry Association Limited**

**Auditor's Independence Declaration under Section 307C of the Corporations Act 2001  
to the Directors of Australian Security Industry Association Limited**

**For the Financial Year Ended 30 June 2025**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contravention of any applicable code of professional conduct in relation to the audit.

Yours sincerely,

A handwritten signature in black ink that reads "SDJA".

SDJA



**Jonathan Rudman**

Director

4 September 2025

Sydney, New South Wales

Liability limited by a scheme approved under Professional Standards Legislation

# REPORT REQUIRED UNDER SUBSECTION 255(2A)

For the Financial Year Ended 30 June 2025

The Directors present 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	1,533,125	1,516,740
Advertising	158,430	270,371
Operating costs	1,227,854	1,136,492
Donations to political parties	-	-
Legal costs	5,362	4,975

On behalf of the Board



John Gellel  
Director



Rachael Saunders  
Director

4 September 2025

# Independent Audit Report to the Members of Australian Security Industry Association Limited For the Financial Year Ended 30 June 2025

## Report on the Audit of the Financial Report

### Opinion

We have audited the financial report of Australian Security Industry Association Limited (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, the statement of changes in equity and the statement of cash flows for the year ended 30 June 2025, the notes to the financial statements, including a summary of material accounting policy information; the directors' declaration and the subsection 255(2A) report.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of Australian Security Industry Association Limited 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) the *Corporations Act 2001*, including:
  - (i) giving a true and fair view of the entity's financial position as at 30 June 2025 and of its financial performance for the year ended; and
  - (ii) complying with the *Corporations Regulations 2001*.
- c) any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

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

### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the 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* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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

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

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

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

### Responsibilities of the Directors for the Financial Report

The Directors of the Reporting Unit are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards, the *Corporations Act 2001*, and the RO Act, and for such internal control as the Directors 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.



**SDJ Audit Pty Ltd t/a SDJA**

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

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

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

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

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

- 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.
- Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Reporting Unit's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Reporting Unit audit. We remain solely responsible for our audit opinion.

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

We declare that we are an audit firm where at least one member is a registered auditor and an auditor registered under the RO Act.

Registration number (as registered by the General Manager under the RO Act): AA2023/5.

A handwritten signature in dark ink, appearing to read "SDJA", is written over a black rectangular redaction box.

**SDJA**

**Jonathan Rudman**

Director

4 September 2025

Sydney, New South Wales

Liability limited by a scheme approved under Professional Standards Legislation

# STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	Notes	2025 \$	2024 \$
<b>Revenue from contracts with customers</b>			
Membership subscriptions	3	1,805,509	1,703,286
Capitation fees and other revenue from another reporting unit	3A	-	-
Levies	3B	-	-
Revenue from recovery of wages activity	3G	-	-
Other operating revenue	3E	934,773	1,014,326
<b>Total revenue from contracts with customers</b>	3	<b>2,740,282</b>	<b>2,717,612</b>
<b>Income for furthering objectives</b>			
Grants or donations	3F	-	-
Income recognised from volunteer services		-	-
<b>Total income for furthering objectives</b>		<b>-</b>	<b>-</b>
<b>Other income</b>			
Investment income	3C	136,989	142,687
Rental revenue	3D	75,781	76,440
Other non-operating income		-	-
<b>Total other income</b>		<b>212,770</b>	<b>219,127</b>
<b>Total income</b>		<b>2,953,052</b>	<b>2,936,739</b>
<b>Expenses</b>			
Expenses directly related to operating activities		(374,030)	(294,573)
Employee expenses	4A	(1,533,125)	(1,516,740)
Capitation fees and other expense to another reporting unit	4B	-	-
Affiliation fees	4C	-	-
Administration expenses	4D	(939,004)	(1,041,040)
Grants or donations	4E	-	-
Depreciation	4F	(31,250)	(31,250)
Legal costs	4G	(5,362)	(4,975)
Audit fees	14	(42,000)	(40,000)
Other expenses	4H	-	-
<b>Total expenses</b>		<b>(2,924,771)</b>	<b>(2,928,578)</b>
<b>Surplus for the year</b>		<b>28,281</b>	<b>8,161</b>
Other comprehensive income		-	-
<b>Total comprehensive income for the year</b>		<b>28,281</b>	<b>8,161</b>

The accompanying notes form part of these financial statements.

# STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2025

	Notes	2025 \$	2024 \$
<b>Assets</b>			
<b>Current</b>			
Cash and cash equivalents	5A	3,562,438	3,368,204
Trade and other receivables	5B	507,503	526,294
Other current assets	5C	207,289	198,497
<b>Total current assets</b>		<b>4,277,230</b>	<b>4,092,995</b>
<b>Non-current</b>			
Land and buildings	6A	4,225,000	4,256,250
<b>Total non-current assets</b>		<b>4,225,000</b>	<b>4,256,250</b>
<b>Total assets</b>		<b>8,502,230</b>	<b>8,349,245</b>
<b>Liabilities</b>			
<b>Current</b>			
Trade payables	7A	87,323	166,737
Other payables	7B	1,940,793	1,815,771
Employee provisions	8A	334,726	306,503
<b>Total current liabilities</b>		<b>2,362,842</b>	<b>2,289,011</b>
<b>Non-current</b>			
Other payables	7B	136,127	99,757
Employee provisions	8A	36,137	21,634
<b>Total non-current liabilities</b>		<b>172,264</b>	<b>121,391</b>
<b>Total liabilities</b>		<b>2,535,106</b>	<b>2,410,402</b>
<b>Net assets</b>		<b>5,967,124</b>	<b>5,938,843</b>
<b>Equity</b>			
Property revaluation reserve	9A	2,197,408	2,197,408
Accumulated funds		3,769,716	3,741,435
<b>Total equity</b>		<b>5,967,124</b>	<b>5,938,843</b>

The accompanying notes form part of these financial statements.

# STATEMENT OF CHANGES IN EQUITY

FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

Notes	Property Revaluation Reserve \$	Accumulated Funds \$	Total Equity \$
<b>Balance at 1 July 2023</b>	2,197,408	3,733,274	<b>5,930,682</b>
Surplus for the year	-	8,161	<b>8,161</b>
Other comprehensive income	-	-	-
Total comprehensive income	-	8,161	<b>8,161</b>
<b>Balance at 30 June 2024</b>	2,197,408	3,741,435	<b>5,938,843</b>
<b>Balance at 1 July 2024</b>	2,197,408	3,741,435	<b>5,938,843</b>
Surplus for the year	-	28,281	<b>28,281</b>
Other comprehensive income	-	-	-
Total comprehensive income	-	28,281	<b>28,281</b>
<b>Balance at 30 June 2025</b>	2,197,408	3,769,716	<b>5,967,124</b>

The accompanying notes form part of these financial statements.

# STATEMENT OF CASH FLOWS

FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

	Notes	2025	2024 \$
<b>OPERATING ACTIVITIES</b>			
<b>Cash received</b>			
Receipts from members and others		3,178,743	3,021,276
Grants received		-	-
Receipt from other reporting units/controlled entities	10B	-	-
<b>Cash used</b>			
Payments to suppliers and employees		(3,197,279)	(3,156,048)
Payment to other reporting units/controlled entities	10B	-	-
<b>Net cash used in operating activities</b>	10A	<b>(18,536)</b>	<b>(134,772)</b>
<b>INVESTING ACTIVITIES</b>			
<b>Cash received</b>			
Interest received		136,989	142,687
Rental income received		75,781	76,440
<b>Net cash provided by investing activities</b>		<b>212,770</b>	<b>219,127</b>
<b>FINANCING ACTIVITIES</b>			
<b>Net cash provided by financing activities</b>		<b>-</b>	<b>-</b>
Net change in cash and cash equivalents		194,234	84,355
Cash and cash equivalents at beginning of financial year		3,368,204	3,283,849
<b>Cash and cash equivalents at end of the financial year</b>	5A	<b>3,562,438</b>	<b>3,368,204</b>

The accompanying notes form part of these financial statements.

# Notes to the Financial Statements

## Note 1 Summary of material accounting policies

### 1.1 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, the *Corporations Act 2001* and the *Fair Work (Registered Organisation) Act 2009*. For the purpose of preparing the general purpose financial statements, the Australian Security Industry Association Limited is a not-for-profit entity.

The financial statements are presented in Australian dollars.

### 1.2 Material accounting judgements and estimates

The following accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period:

- Land and buildings – refer to note 1.5

### 1.3 New Australian Accounting Standards

#### *Adoption of New Australian Accounting Standard requirements*

Any new and revised standards that became effective for the first time in the current financial year have been adopted. No accounting standard has been adopted earlier than the application date stated in the standard.

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

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

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

This Standard amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current. For example, the amendments clarify 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.

The amendments to AASB 101 specify the requirements for classifying liabilities as current or non-current. The amendments clarify:

- What is meant by a right to defer settlement
- That a right to defer must exist at the end of the reporting period
- That classification is unaffected by the likelihood that an entity will exercise its deferral right
- That only if an embedded derivative in a convertible liability is itself an equity instrument would the terms of a liability not impact its classification

In addition, an entity is required to disclose when a liability arising from a loan agreement is classified as non-current and the entity's right to defer settlement is contingent on compliance with future covenants within twelve months.

This Standard applies to annual reporting periods beginning on or after 1 January 2024. Earlier application is permitted.

The reporting unit does not expect the adoption of this amendment to have a material impact on its financial statements.

No other amendments are expected to have a material impact on the financial statements of the Reporting Unit.

#### *Future Australian Accounting Standards Requirements*

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 reporting unit include:

#### *AASB 18 (NFP/super) Presentation and Disclosure in Financial Statements*

AASB 18 Presentation and Disclosure in Financial Statements has been issued to improve how entities communicate in their financial statements, with a particular focus on information about financial performance in the statement of profit or loss.

## Notes to the Financial Statements

The key presentation and disclosure requirements established by AASB 18 are:

- 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)

AASB 18 is accompanied with limited consequential amendments to the requirements in other accounting standards, including AASB 107 Statement of Cash Flows.

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'.

For the purposes of classifying income and expenses into one of the three new categories, entities will need to assess their main business activity, which will require judgement. There may be more than one main business activity.

AASB 18 also requires several disclosures in relation to MPMs, such as how the measure is calculated, how it provides useful information and a reconciliation to the most comparable subtotal specified by AASB 18 or another standard.

AASB 18 will replace AASB 101 Presentation of Financial Statements.

This Standard applies to annual reporting periods beginning on or after 1 January 2028 for NFP entities. These amendments are applied retrospectively.

The adoption of this amendment is expected to have a material impact on the presentation and disclosure of items within the statement of profit or loss.

### ***AASB 2024-2 Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments***

This amends AASB 7 and AASB 9 Financial Instruments to:

- 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.

The new requirements will be applied retrospectively with an adjustment to opening retained earnings. Prior periods are not required to be restated and can only be restated without using hindsight. An entity is required to disclose information about financial assets that change their measurement category due to the amendments.

This Standard applies to annual reporting periods beginning on or after 1 January 2026.

The reporting unit does not expect the adoption of this amendment to have a material impact on its financial statements.

## 1.4 Revenue

### Revenue from contracts with customers

Revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the entity expects to receive in exchange for those goods or services.

Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

## 1.5 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 property 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.

A revaluation of land and buildings has not been undertaken as at 30 June 2025 as the NSW Government's Transport Oriented Development planning changes and rezoning come into effect from 17 November 2025. Given the changes, management has decided it would be more practical to perform a valuation in the 2026 financial year.

## Depreciation

The depreciable amount of all fixed assets is depreciated over the asset's useful life to the entity commencing from the time the asset is held ready for use.

The depreciation rates applying to each class of depreciable asset are:

	2025	2024
Buildings – straight-line basis	2.5%	2.5%

## 1.6 Taxation

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

## 1.7 Fair value measurement

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

## 1.8 Acquisition of assets and or liabilities that do not constitute a business combination

The entity 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 the organisation, a determination or revocation by the General Manager of the Fair Work Commission under subsections 245(1) or 249(1) of the RO Act.

## Note 2 Going concern

The entity is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

The entity has not agreed to provide financial support to another reporting unit to ensure they can continue on a going concern basis.

# Notes to the Financial Statements

## Note 3 Income

### Disaggregation of revenue from contracts with customers

A disaggregation of the reporting unit's revenue by type of arrangement is provided on the face of the Statement of Profit or Loss and Other Comprehensive Income. The table below also sets out a disaggregation of revenue by type of customer:

	2025 \$	2024 \$
<b>Type of customer</b>		
Members	1,805,509	1,703,286
Other reporting units	-	-
Other parties	934,773	1,014,326
<b>Total revenue from contracts with customers</b>	<b>2,740,282</b>	<b>2,717,612</b>

### 3A. Capitation fees and other revenue from another reporting unit

Capitation fees	-	-
Other revenue from another reporting unit	-	-
	-	-

### 3B. Levies

Compulsory or voluntary levies or appeals	-	-
	-	-

### 3C. Investment income

Interest on deposits	136,989	142,687
	<b>136,989</b>	<b>142,687</b>

### 3D. Rental revenue

Properties	75,781	76,440
	<b>75,781</b>	<b>76,440</b>

### 3E. Other operating revenue

Cabling providers	188,551	182,476
Events, exhibitions and sponsorships	308,152	267,110
Marketing and partnerships	179,326	308,173
Other operating revenue	258,744	256,567
	<b>934,773</b>	<b>1,014,326</b>

	2025 \$	2024 \$
<b>3F. Grants or donations</b>		
Donations	-	-
	-	-
<b>3G. Revenue from recovery of wages activity</b>		
Amounts recovered from employers in respect of wages	-	-
Interest received on recovered money	-	-
	-	-

## Note 4 Expenses

### 4A. Employee expenses

#### Holders of office

Holders of office – wages and salaries	244,240	233,830
Holders of office – superannuation	28,088	25,721
Holders of office – leave and other entitlements	7,778	12,016
Holders of office – separation and redundancies	-	-
Holders of office – other expenses	-	-
<b>Subtotal employee expenses holders of office</b>	<b>280,106</b>	<b>271,567</b>

#### Employees other than office holders

Employees – wages and salaries	1,036,775	1,057,264
Employees – superannuation	120,856	115,726
Employees – leave and other entitlements	34,948	2,859
Employees – separation and redundancies	-	-
Employees – other expenses	60,440	69,324
<b>Subtotal employee expenses employees other than office holders</b>	<b>1,253,019</b>	<b>1,245,173</b>
<b>Total employee expenses</b>	<b>1,533,125</b>	<b>1,516,740</b>

## Notes to the Financial Statements

### 4B. Capitation fees and other expense to another reporting unit

	2025	2024
	\$	\$
Capitation fees	-	-
Other expenses from another reporting unit	-	-
	-	-

### 4C. Affiliation fees

Affiliation fees/subscriptions	-	-
	-	-

### 4D. Administration expenses

Administration expenses	89,695	105,554
Compulsory levies	-	-
Conference and meeting expenses	398	1,859
Contractors/consultants	141,864	133,361
Fees/allowances – meeting and conferences	-	-
Industrial relations services	186,364	179,331
Information communications technology	244,997	226,200
Marketing	158,430	270,371
Office expenses	117,256	124,364
Total paid to employers for payroll deductions of membership subscriptions	-	-
	<b>939,004</b>	<b>1,041,040</b>

### 4E. Grants or donations

Grants:		
Total expensed that were \$1,000 or less	-	-
Total expensed that exceeded \$1,000	-	-
Donations:		
Total expensed that were \$1,000 or less	-	-
Total expensed that exceeded \$1,000	-	-
	-	-

#### 4F. Depreciation

	2025	2024
	\$	\$
Depreciation		
Land buildings	31,250	31,250
<b>Total depreciation</b>	<b>31,250</b>	<b>31,250</b>

#### 4G. Legal costs

Litigation	-	-
Other legal costs	5,362	4,975
	<b>5,362</b>	<b>4,975</b>

#### 4H. Other expenses

Penalties - via RO Act or the <i>Fair Work Act 2009</i>	-	-
	-	-

## Notes to the Financial Statements

### Note 5 Current Assets

#### 5A. Cash and cash equivalents

	2025	2024
	\$	\$
Cash at bank	682,551	480,611
Short-term deposits	2,879,887	2,887,593
	<b>3,562,438</b>	<b>3,368,204</b>

\$7,384 (2024: \$7,346) of the short-term bank deposits are bonds paid to the company by tenants.

#### 5B. Trade and other receivables

##### Current

Receivables from other reporting units	-	-
Less allowance for expected credit losses	-	-
<b>Receivable from other reporting units</b>	-	-
Receivables from non-reporting units	507,503	526,294
Less allowance for expected credit losses	-	-
<b>Receivable from non-reporting units</b>	<b>507,503</b>	<b>526,294</b>
<b>Total trade and other receivables (net)</b>	<b>507,503</b>	<b>526,294</b>

The movement in the allowance for expected credit losses of trade and other receivables is as follows:

At 1 July	-	-
Provision for expected credit losses	-	17,150
Write-off	-	-
<b>At 30 June</b>	<b>-</b>	<b>-</b>

#### 5C. Other current assets

Prepayments	207,289	198,497
	<b>207,289</b>	<b>198,497</b>

## Note 6 Non-current Assets

### 6A. Land and buildings

	2025	2024
	\$	\$
Freehold land and buildings at revaluation	4,350,000	4,350,000
Freehold land and buildings accumulated depreciation	(125,000)	(93,750)
	<b>4,225,000</b>	<b>4,256,250</b>

### Reconciliation of opening and closing balances of land and buildings

<b>Balance as at start of year</b>	<b>4,256,250</b>	<b>4,287,500</b>
Additions	–	–
Revaluations	–	–
Disposals	–	–
Depreciation	(31,250)	(31,250)
<b>Balance as at end of year</b>	<b>4,225,000</b>	<b>4,256,250</b>

The revalued land and buildings is the principal place of business at 41 Hume Street, Crows Nest, NSW, 2065. Management determined that these constitute one class of asset under AASB 13, based on the nature, characteristics and risks of the property.

Fair value of the properties was determined by using market comparable method. This means that valuations performed by the valuer are based on active market prices, significantly adjusted for the difference in the nature, location or condition of the specific property. As at the date of revaluation, 30 June 2021, the property's fair value is based on valuation performed by AON Valuation Services, an accredited independent valuer.

## Notes to the Financial Statements

### Note 7 Current Liabilities

#### 7A. Trade payables

	2025	2024
	\$	\$
Trade creditors and accruals	87,323	166,737
Payables to other reporting units	-	-
	<b>87,323</b>	<b>166,737</b>

Settlement is usually made within 30 days.

#### 7B. Other payables

Payable to employers for making payroll deductions of membership subscriptions	-	-
Legal costs	-	-
Prepayments received/unearned revenue	1,974,802	1,829,160
Net GST payable	77,484	61,734
Centre for compliance fund	17,577	17,577
Other current payables	7,057	7,057
<b>Total other payables</b>	<b>2,076,920</b>	<b>1,915,528</b>
Total other payables are expected to be settled in:		
No more than 12 months	1,940,793	1,815,771
More than 12 months	136,127	99,757
<b>Total other payables</b>	<b>2,076,920</b>	<b>1,915,528</b>

## Note 8 Provisions

### 8A. Employee provisions

#### Office Holders:

	2025	2024
	\$	\$
Annual leave	34,068	38,283
Long service leave	121,823	109,830
Separations and redundancies	-	-
Other	-	-
<b>Subtotal employee provisions – office holders</b>	<b>155,891</b>	<b>148,113</b>

#### Employees other than office holders:

Annual leave	77,416	71,663
Long service leave	137,556	108,361
Separations and redundancies	-	-
Other	-	-
<b>Subtotal employee provisions – employees other than office holders</b>	<b>214,972</b>	<b>180,024</b>

#### Total employee provisions – office holders and employees

	<b>370,863</b>	<b>328,137</b>
Current employee provisions	334,726	306,503
Non current employee provisions	36,137	21,634
<b>Total employee provisions – office holders and employees</b>	<b>370,863</b>	<b>328,137</b>

## Notes to the Financial Statements

### Note 9 Equity

#### 9A. Property revaluation reserve

	2025	2024
	\$	\$
<b>Balance as at start of year</b>	2,197,408	2,197,408
Transferred to reserve	-	-
Transferred out of reserve	-	-
Other comprehensive income	-	-
<b>Balance as at end of year</b>	<b>2,197,408</b>	<b>2,197,408</b>

#### 9B. Equity – other specific disclosures – funds

Compulsory levy/voluntary contribution fund – if invested in assets	-	-
Other funds required by rules		
<b>Balance as at start of year</b>	-	-
Transferred to reserve	-	-
Transferred out of reserve	-	-
<b>Balance as at end of year</b>	<b>-</b>	<b>-</b>

#### 9C. Share capital

There are no issued shares. The company is limited by guarantee. The liability of each member in respect of liabilities of the company is limited to \$100.

## Note 10 Cash Flow

### 10A. Cash Flow Reconciliation

Reconciliation of cash and cash equivalents as per Balance Sheet to Cash Flow Statement:

	2025 \$	2024 \$
<b>Cash and cash equivalents as per:</b>		
Cash flow statement	3,562,438	3,368,204
Balance sheet	3,562,438	3,368,204
<b>Difference</b>	-	
<b>Reconciliation of profit to net cash from operating activities:</b>		
Surplus for the year	28,281	8,161
<b>Adjustments for non-cash/non-operating items:</b>		
Depreciation/amortisation	31,250	31,250
Interest received	(136,989)	(142,687)
Rental income	(75,781)	(76,440)
<b>Changes in assets/liabilities</b>		
Decrease in net receivables	18,791	70,913
Increase in other assets	(8,792)	(78,173)
(Decrease)/increase in trade payables	(79,414)	77,925
Increase/(decrease) in other payables	161,392	(40,596)
Increase in employee provisions	42,726	14,875
<b>Net cash used in operating activities</b>	<b>(18,536)</b>	<b>(134,772)</b>

### 10B. Cash Flow Information

#### Receipts from/payments to other reporting units/controlled entities

Cash inflows:	-	-
<b>Total cash inflows</b>	-	-
Cash outflows:	-	-
<b>Total cash outflows</b>	-	-

## Notes to the Financial Statements

### Note 11 Related Party Disclosures

#### 11A. Related party transactions for the reporting period

The following table provides the total amount of transactions that have been entered into with related parties for the relevant year.

	2025	2024
	\$	\$
Amounts received from related parties includes the following:	-	-
Expenses paid to related parties include the following:	-	-
Amounts owed by related parties include the following:	-	-
Amounts owed to related parties include the following:	-	-
Loans from/to related parties include the following:	-	-
Assets transferred from/to related parties include the following:	-	-

#### 11B. Key Management Personnel Remuneration for the Reporting Period

##### Short-term employee benefits

Salary (including annual leave taken)	822,432	791,999
Annual leave accrued	(9,412)	11,900
Performance bonus	-	-
<b>Total short-term employee benefits</b>	<b>813,020</b>	<b>803,899</b>

##### Post-employment benefits:

Superannuation	94,487	87,036
<b>Total post-employment benefits</b>	<b>94,487</b>	<b>87,036</b>

##### Other long-term benefits:

Long-service leave	25,434	12,186
<b>Total other long-term benefits</b>	<b>25,434</b>	<b>12,186</b>

##### Termination benefits

	-	-
<b>Total</b>	<b>932,941</b>	<b>903,121</b>

#### Note 11C: Transactions with key management personnel and their close family members

Loans to/from key management personnel	-	-
Other transactions with key management personnel	-	-

## Note 12 Financial Instruments

### 12A. Categories of Financial Instruments

#### Financial Assets

	2025 \$	2024 \$
<b>Cash and bank balances:</b>		
Cash at bank	682,551	480,611
<b>Total cash and bank balances</b>	<b>682,551</b>	<b>480,611</b>
<b>At amortised cost:</b>		
Short term deposits	2,879,887	2,887,593
Trade receivables	507,503	526,294
<b>Total amortised cost</b>	<b>3,387,390</b>	<b>3,413,887</b>
<b>Carrying amount of financial assets</b>	<b>4,069,941</b>	<b>3,894,498</b>
<b>Financial Liabilities</b>		
<b>Other financial liabilities:</b>		
Trade creditors and accruals	87,323	166,737
Net GST payable	77,484	61,734
Other current payables	7,057	7,057
Employee provisions	370,863	328,137
<b>Total other financial liabilities</b>	<b>542,727</b>	<b>563,665</b>
<b>Carrying amount of financial liabilities</b>	<b>542,727</b>	<b>563,665</b>

### 12B. Net Income and Expense from Financial Assets

#### At amortised cost:

Interest revenue	136,989	142,687
Bank charges and merchant fees	(583)	(609)
<b>Net gain from financial assets at amortised cost</b>	<b>136,406</b>	<b>142,078</b>
<b>Net gain from financial assets</b>	<b>136,406</b>	<b>142,078</b>

## Notes to the Financial Statements

### 12C. Net Income and Expense from Financial Liabilities

	2025	2024
	\$	\$
Net gain from financial liabilities	–	–

### 12D. Credit Risk

The following table illustrates the entity's gross exposure to credit risk, excluding any collateral or credit enhancements.

#### Financial assets

Cash and cash balances	682,551	480,611
Financial assets at amortised cost	3,387,390	3,413,887
	<b>4,069,941</b>	<b>3,894,498</b>

#### Financial liabilities

Trade payables	87,323	166,737
Net GST payable	77,484	61,734
Other current payables	7,057	7,057
Employee provisions	370,863	328,137
	<b>542,727</b>	<b>563,665</b>

In relation to the entity's gross credit risk the following collateral is held: nil.

#### Credit quality of financial instruments not past due or individually determined as impaired

No financial asset, individually, was past its due date and there were no other recoverability issues identified. Therefore, no financial asset was assessed as being impaired.

### 12E. Liquidity Risk

The entity does not have any financial liabilities that are subject to contractual maturities.

### 12F. Market Risk

#### Interest rate risk

The entity earns interest on the cash transaction accounts as well as short-term deposits. Interest rates on the transactions accounts are minimal, while the interest rate on short-term deposits are fixed at the beginning of the term. The entity earned an average of 4.5% on short-term deposit accounts held during the year. Accounts receivable and accounts payable do not attract any interest.

#### Price risk

The entity does not hold any financial assets nor liabilities that are sensitive to price risk.

### 12G. Asset pledged/or held as collateral

The entity does not have any assets pledged nor held as collateral.

### 12H. Changes in liabilities arising from financing activities

The entity does not have any liabilities arising from financing activities.

## 13 Fair Value Measurement

### 13A. Financial Assets and Liabilities

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. See Note 12A for a list of these financial assets and liabilities.

### 13B. Financial and Non-financial Assets and Liabilities Fair Value Hierarchy

The following tables provide an analysis of financial and non-financial assets and liabilities that are measured at fair value, by fair value hierarchy.

#### Fair value hierarchy – 30 June 2025

	Date of valuation	Level 1	Level 2	Level 3
Assets measured at fair value		\$	\$	\$
Land and buildings	30-Jun-25	-	4,225,000	-
<b>Total</b>		<b>-</b>	<b>4,225,000</b>	<b>-</b>
Liabilities measured at fair value		-	-	-
<b>Total</b>		<b>-</b>	<b>-</b>	<b>-</b>

### 13B. Financial and Non-financial Assets and Liabilities Fair Value Hierarchy (continued)

#### Fair value hierarchy – 30 June 2024

	Date of valuation	Level 1	Level 2	Level 3
Assets measured at fair value		\$	\$	\$
Land and buildings	30-Jun-24	-	4,256,250	-
<b>Total</b>		<b>-</b>	<b>4,256,250</b>	<b>-</b>
Liabilities measured at fair value		-	-	-
<b>Total</b>		<b>-</b>	<b>-</b>	<b>-</b>

## Note 14 Remuneration of auditor

### Value of the services provided

	2025	2024
	\$	\$
Financial statement audit services	34,000	32,400
Assistance with financial statement preparation	4,000	3,800
Other review engagements	4,000	3,800
<b>Total remuneration of auditors</b>	<b>42,000</b>	<b>40,000</b>

## Notes to the Financial Statements

### Note 15 Contingent Liabilities, Assets and Commitments

#### Note 15A: Commitments and contingencies

##### Operating lease commitments—as lessor

As at 30 June 2025, the reporting unit had two leases for commercial office spaces. The agreements were as follows:

- Part of Ground Floor, 41 Hume Street, Crows Nest, NSW, 2065. The 1-year lease commenced on 15 July 2025, with an option for an additional year. A rent-free period of 2 weeks will be provided if the option to renew is taken. Fixed reviews of 4% annually on the anniversary date of the lease were applicable.
- Part of Level 1, 41 Hume Street, Crows Nest, NSW, 2065, which currently has no formal agreement and is being leased on a month-to-month basis.

##### Operating lease commitments—as lessor (continued)

Future minimum rentals receivable under non-cancellable operating leases as at 30 June are:

	2025	2024
	\$	\$
Within one year	29,564	28,427
After one year but not more than two years	–	–
After two years but not more than three years	–	–
After three years but not more than four years	–	–
After four years but not more than five years	–	–
After five years	–	–
	<b>29,564</b>	<b>28,427</b>

The reporting unit had no other commitments nor contingent assets/liabilities for the year ended 30 June 2025.

### Note 16 Administration of financial affairs by a third party

The reporting unit did not have another entity administer the financial affairs of the reporting unit for the year ended 30 June 2025 (2024: None).

### Note 17 Payments to former related parties

The reporting unit did not make a payment to a former related party of the reporting unit during the year ended 30 June 2025 (2024: None).

### Note 18 Events after the reporting period

There were no events that occurred after 30 June 2025, and/or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the reporting unit.

### Note 19 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:

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

# ASIAL CODE OF PROFESSIONAL CONDUCT

- 1** For the purposes of ASIAL's Code of Professional Conduct (the Code), Members shall include, as applicable, any of their employees and contractors.
- 2** Members shall conduct their activities in a professional and competent manner with respect for the public interest, maintaining the privacy and confidentiality in their dealings, and shall at all times act with integrity in dealing with clients, employees or sub-contractors, past and present, with their fellow Members and with the general public. The objective of the Code is for Members to adopt best practice industry standards.
- 3** Members shall not intentionally disseminate false or misleading information, whether written, spoken or implied, nor engage in false, misleading or deceptive conduct or otherwise bring the security industry into disrepute. Members have a duty to maintain truth, accuracy and good taste in advertising and sales promotion.
- 4** Members shall not represent conflicting or competing interests except with the express consent of those concerned given only after full disclosure of the facts to all interested parties.
- 5** Members shall refrain from knowingly associating with any enterprise, which uses improper or illegal methods for obtaining business.
- 6** Members shall not intentionally injure the professional reputation or practice of another Member.
- 7** Members shall comply with all applicable State and Federal legislation covering security providers and in particular statutory obligations, including but not limited to matters relating to consumer laws, occupational health and safety and workplace relations laws.
- 8** ASIAL is to be informed when the Member's attention has been drawn to any breach by that Member of the Code.
- 9** Members shall help to improve the body of knowledge of the profession by exchanging information and experience with fellow Members, participating in industry related programs designed to raise the standard of service delivery, and by applying their special skill and training for the benefit of others.
- 10** Members shall refrain from using their relationship with the Association in such a manner as to state or imply an official accreditation or approval beyond the scope of membership of the Association and its aims, rules and policies.
- 11** Members shall cooperate with fellow Members in upholding and enforcing the ASIAL Code of Professional Conduct.
- 12** Members shall have in place procedures to deal appropriately and promptly with complaints about the provision of its services and actively engage in the resolution of complaints raised via ASIAL's Dispute Resolution Policy and Procedure.
- 13** Members shall maintain appropriate and accurate records in accordance with all relevant statutory requirements.
- 14** Where an alleged breach of this Code is appropriately brought to the attention of ASIAL, then ASIAL will in the first instance raise this matter in writing with the Member. ASIAL will provide the Member with the opportunity to take remedial action, if that is appropriate under the circumstances, or where remedial action should have been but has not been carried out by the Member, then ASIAL is to inform the Member that it will take the appropriate disciplinary action by way of a show cause notice why their membership should not now be cancelled.



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