



Fair Work  
Commission

22 December 2025

Zlatko Skrbis  
President  
Australian Higher Education Industrial Association

Sent via email: [aheia@aheia.edu.au](mailto:aheia@aheia.edu.au)

CC: [mforbes@mcdm.com.au](mailto:mforbes@mcdm.com.au)

Dear Zlatko Skrbis

**Australian Higher Education Industrial Association  
Financial Report for the year ended 30 June 2025 – FR2025/75**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Australian Higher Education Industrial Association (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 11 December 2025.

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

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

Please note that next year's financial report may be subject to an advanced compliance review.

### 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**



**AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION**

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

**DESIGNATED OFFICER'S CERTIFICATE**

Certificate for the period from 1 July 2024 to 30 June 2025

I, Zlatko Skrbis, President of the Australian Higher Education Industrial Association, certify:

- that the document lodged herewith is a copy of the full report for the *Australian Higher Education Industrial Association* for the 12 months period ended 30 June 2025; and
- that the full report was provided to members of the reporting unit on 7 November 2025; and
- that the full report was presented to a general meeting of the reporting unit on 2 December 2025 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer:

**PROFESSOR Zlatko Skrbis**

PRESIDENT

Date: 10.12.2025 2025

**HEAD OFFICE**

Level 7  
520 Collins Street  
Melbourne  
VIC 3000

**Email:**  
governance@aheia.edu.au  
**Web:**  
www.aheia.edu.au

ABN: 74 401 952 624



Australian  
Higher  
Education  
Industrial  
Association

# 2024-25 ANNUAL REPORT

For the financial year ending 30 June 2025



# CONTENT

The Message from our President	2
Executive Director's Report	4
<b>OPERATING REPORT</b>	<b>8</b>
Enterprise Bargaining	9
AHEIA Member Support and Strategic Engagement	10
Workplace Relations Directors Forum	11
Legislative Changes Impacting Bargaining (2024/25)	12
AHEIA's Submissions to Government Inquiries	13
AHEIA Legal	14
AHEIA UniAnalytics	16
Member Engagement	18
AHEIA Annual Conference	19
Higher Education Awards 2025	20
Membership and Governance	22
The Executive Committee	23
Operating Report	24
<b>FINANCIAL REPORT</b>	<b>26</b>
Independent Auditor's Report	27
Officer Declaration Statement Committee of Management Statement Officer and Related Party	30
Disclosure Statement	32
Report Required Under Subsection 255 (2A)	33
Statement of Comprehensive Income	35
Statement of Financial Position	36
Statement of Changes In Equity	37
Statement of Cash Flows	38
Notes to the Financial Statements	39
	40

# The Message From our President



”

## Quote

*AHEIA is firmly established as the peak industrial relations body for Australia's major universities. We are a trusted voice in national policy debate and a critical partner to members as they navigate an environment shaped by far-reaching legislative reform, union campaigns and increasing regulatory expectations.*

It is a privilege to present the 2024–25 Annual Report of the Australian Higher Education Industrial Association (AHEIA).

I am honoured to have been elected as President in April 2025, following the outstanding leadership of Professor Carolyn Evans, whose term was marked by strong growth and strategic renewal.

AHEIA is firmly established as the peak industrial relations body for Australia's major universities. We are a trusted voice in national policy debate and a critical partner to members as they navigate an environment shaped by far-reaching legislative reform, union campaigns and increasing regulatory expectations.

The higher education sector is at a pivotal moment.

The federal government's Secure Jobs, Better Pay and Closing Loopholes reforms already are reshaping employment practice. Universities are preparing for the November 1, 2025 fixed-term contract changes, managing union bargaining agendas and responding to heightened scrutiny from the Tertiary Education Quality and Standards Agency (TEQSA) and the Fair Work Ombudsman (FWO).

AHEIA has been at the forefront of this change—providing legal expertise, strategic advocacy, practical implementation guidance and coordinated sector responses to safeguard flexibility and sustainability.

# The Message From our President

(continued)

Our 2025–2028 Strategic Plan sets a clear direction. We will:

- lead reform advocacy, from intractable bargaining and award variations to the defence of university-specific workforce models;
- strengthen governance and public confidence through evidence-based frameworks, proactive communications and strong relationships with regulators;
- expand member services, including enterprise bargaining workshops, UniLegal representation and new resources to implement complex reforms;
- build alliances across government, cross-bench, and industry to ensure universities are heard in key national debates; and
- continue investing in data and capability, with UniAnalytics and the Salary Database providing unparalleled insight to support members' decision-making.

Artificial Intelligence (AI) and the future of work also feature in our agenda, not as a distraction but as a practical area where members need guidance. We are working to ensure that AI is integrated responsibly—supporting job design, privacy, and sector productivity—while maintaining focus on the broader reforms that will define employment relations in universities for years to come.

I thank our Executive Director, Craig Laughton and the AHEIA team for their dedication, innovation, and responsiveness. Their work continues to provide real momentum for the Association's influence nationally.

# Executive Director's Report



The higher education sector has been experiencing its most dynamic period for many decades.

We are navigating through challenging and uncharted times.

The past 12 months has produced significant legislative change, increased uncertainty surrounding university revenue sources and a doubling down by regulators with criticism of governance practices.

During the reporting period AHEIA built deeper relationships with the FWO, the Department of Education, the Department of Employment Work and Workplace Relations, TEQSA and unions. These relationships provide the platform that enables AHEIA to advocate better for the sector.

It is also important to note that we continue to build on our relationship with Universities Australia (UA). This year has seen AHEIA work closely with UA preparing various submissions, providing sector specific industrial relations data from our UNiAnalytics and assisting by appearing at various Senate Committees. These ties will become stronger in the next 12 months.

In addition to our policy and advocacy efforts, the Association has continued to provide a wide range of industrial relations and human resource legal advice, through AHEIA Legal. This service provides members with expert sector specific legal services at no charge.

The past 12 months has seen the sector's main union, the National Tertiary Education Union (NTEU), become more adversarial. The shift has seen the NTEU relying more on conflated criticisms, rather than providing constructive commentary. Despite the union's approach, we have sought to meet with it on many occasions and written to its leadership with proposals for constructive pathways.

## Executive Director's Report (Continued)

Thirty-five of Australia's 44 universities are members of AHEIA. The level of membership is crucial to our policy and advocacy efforts, as the Association is seen by key regulatory and government bodies as an authentic advocate for the sector.

The reporting period marked the 40th anniversary of AHEIA as the peak industrial body for higher education in Australia. We were first registered in April, 1985.

During the period under review AHEIA moved to secure new office premises in the Melbourne CBD. The post-pandemic softening of the office market in Melbourne's offered opportunities. In addition to securing a significant six figure per annum saving, it will be sharing the new premises with UA.

I record the appreciation of AHEIA for the leadership and support of our retiring President. During her Presidency Professor Evans oversaw a significant transition into a more dynamic and thought-leading organisation with a greater national profile.

Professor Evans' efforts have played a major role in enhancing the impact of AHEIA's advocacy efforts, particularly with key government and regulatory bodies. We welcome our new President, Professor Zlatko Skrbis and look forward to his leadership and direction setting.

Thank you to the Executive Committee for their input and direction. We welcome new members to the Committee, Fiona Notley Chief Operating Officer and Vice President at RMIT University and Melisa Kaharevic Chief People Officer at Curtin University .

Importantly, I acknowledge the AHEIA staff for their hard work and tireless dedication to meeting members' needs in a timely professional manner.

**Craig Laughton**  
AHEIA Executive Director



## AREAS OF OPERATIONS

Policy and advocacy work relating to legislative changes promulgated by the federal government has been an area of significant concentration. Our efforts have focused on the following categories:

- government relations - reviewing legislation and regulations, lobbying of politicians, provision of position and briefing papers;
- preparing submissions to government and other inquiries examining aspects of higher education;
- successfully representing the sector in the FWC to negate union efforts to remove fixed-term contract exceptions from the Higher Education Awards;
- Senate committee appearances;
- strategic and tactical enterprise bargaining advice;
- provision of HR and IR legal advice to members;
- advising members on legislative and regulatory frameworks;
- drafting submission to government and regulatory authorities;
- facilitation of training, state meetings, sector check-ins and conferences;
- research; and
- public comment.

**During the year under review regular interactions occurred with the following key stakeholders:**

- federal government ministers;
- Senate Select Committees;
- individual Members of Parliament – government, opposition and cross-benchers;
- the FWC;
- the FWO – who addressed the annual AHEIA Members conference;
- the Department of Employment and Workplace Relations (DEWR);
- the Department of Education;
- the Department of Foreign Affairs and Trade;
- Universities Chancellor's Committee;
- Universities Australia; and
- the NTEU.

# Executive Director's Report

(Continued)

## WHAT HAS BEEN ACHIEVED

- 📍 AHEIA successfully stopped the union's efforts to remove the fixed-term contract exceptions contained in the sector's awards.
- 📍 The Association was successful in negotiating and drafting a regulation for a two-year reprieve on fixed-term contracts – this ends 1 November 2025.
- 📍 AHEIA has engaged with TEQSA to provide a sector lead governance framework to assist members comply with TEQSA's new "Regulatory Expectations".
- 📍 The Association is in the process of negotiating a new regulation with DEWR to facilitate the alignment of fixed-term contracting laws across Australia's research sector.
- 📍 We provided 100's of hours of legal advice and representation to member universities (see AHEIA Legal), representing hundreds of thousands of dollars in saved legal costs.
- 📍 AHEIA has commenced the process of reviewing the sector's awards, with the aim of changing the following provisions over the coming 18 months: the insertion of sessional teacher provisions, inserting Continuing Contingent Employment provisions, HEW levels, span of hours, redundancy provisions (reduce to align better with the National Employment Standards and the casual descriptors).
- 📍 Launched "UniAnalytics" – a sector wide data dashboard, providing members with key benchmarking data for the sector's universities.
- 📍 We delivered 25 different training programmes.
- 📍 We produced and circulated 15 plus papers detailing impacts and solutions for IR impacts generated by either the government or unions.
- 📍 We facilitated 20 zoom sector check-ins each attended by more than 100 university staff;
- 📍 We created member resources, including the Fixed Term Contract Guide, governance materials and underpayment resources.



# OPERATING REPORT

# ENTERPRISE BARGAINING

”

*Universities are increasingly required to calibrate their employee value propositions (EVP) to remain competitive in a tight labour market and to demonstrate responsiveness to the financial realities faced by employees.*

”

Enterprise Bargaining (EB) in the higher education sector entered a new chapter in the year under review, as the previous cycle reached its conclusion and new one started.

The final agreement in the previous cycle was secured at Victoria University, concluding what had been a demanding and highly varied cycle of negotiation across the sector. As the sector transitions into the next cycle, Charles Darwin University already has executed a rollover agreement—signalling a pragmatic, early-mover approach under the new industrial landscape.

Toward the end of FY2025, 11 universities had or were about to reach the nominal expiry dates of their agreements and eligibility to bargain. Yet only four had formally commenced negotiations, indicating a slower-than-expected commencement.

Universities and unions appeared to be prioritising other institutional or strategic imperatives, with less immediacy for EB marking the early stages of this cycle. Nevertheless, the early EB agendas revealed a familiar yet evolving set of challenges and priorities, including: managing academic and professional workloads; continuing contingent-funded employment (CCFE) provisions; agreement duration and renewal alignment; job security and pathways to permanency; strengthened union rights and representational access; and the emerging influence of artificial intelligence (AI) on roles and structures.

Despite this, universities continue to operate under significant economic headwinds.

Elevated interest rates combined with persistent cost-of-living pressures linked to CPI inflation, have raised expectations of enhanced wages and employment conditions.

These macroeconomic dynamics are shaping the tone and substance of enterprise bargaining, raising the bar for institutional responses. Universities are increasingly required to calibrate their employee value propositions (EVP) to remain competitive in a tight labour market and to demonstrate responsiveness to the financial realities faced by employees.

As a result bargaining was at times more protracted and contested, reflecting the complex balance between financial sustainability, strategic workforce goals and industrial demands.

In terms of union activity, we have seen a marked increase in the use of “industrial tactics” from the union, with several examples appearing early in the bargaining round where the union has taken industrial action after a handful of meetings.

The Government then effectively blunted the arbitration discretion of the FWC following lobbying by unions. New s270A prevents the FWC from arbitrating a term into a new EA that is “less favourable” than an existing EA term. AHEIA has told the government that this will damage genuine bargaining and will lock in legacy EA clauses that are no longer fit for purpose and are unproductive.

# AHEIA MEMBER SUPPORT AND STRATEGIC ENGAGEMENT

AHEIA has significantly scaled up its support to member universities to address the complexity and evolving nature of bargaining. In 2024/2025, it delivered:

- EB preparation support for Workplace Relations (WR) Directors, People and Culture leaders and executive/senior leadership teams, focused on capability-building and strategic clarity ahead of bargaining. This support extended to collateral development to assist key internal university stakeholders and leadership with decision making on EB matters;
- Enterprise Agreement (EA) content review, design, and guidance to ensure alignment with evolving regulatory and case law standards;
- proactive risk management advisory with emphasis on: alignment with the Better Off Overall Test (BOOT); protected industrial action contingency planning; consultation and procedural compliance; and governance; and
- Legal and Compliance Assurance through comprehensive stress-testing of enterprise agreements against: Fair Work legislation amendments; award modernisation changes; the Secure Jobs, Better Pay Act; fixed-term contract limitations and conversion thresholds.

## Collaboration, Coordination and Forward Planning

To maintain strategic alignment and foster cross-institutional insight sharing, AHEIA has launched regular cadence of structured networks for universities actively bargaining, serving to support sector knowledge, understanding and collegial relationships between members.

AHEIA has evolved member activity to more focussed workplace relations planning to gather forward-looking insights and identifying shared challenges and opportunities across the workplace relations spectrum, supporting strategic alignment and tactical coordination.

# WORKPLACE RELATIONS DIRECTORS FORUM

A highlight of the year was the Workplace Relations Directors Forum, held at the AHEIA Conference and attended by a national cohort of senior WR and People and Culture leaders. Supported by Herbert, Smith, Freehills, Kramar, a key Conference sponsor, the forum focused squarely on:

- the future of enterprise bargaining in an era of increasing legislative intervention;
- risk exposure management and strategic decision-making;
- leveraging data, sector insights and lessons learned; and
- preparing for new obligations under amended Fair Work provisions.

The event was well-attended (30 universities) and positively received, setting the tone for a forward-looking approach to EB support. The success of the session raised member requests for an additional Workplace Relations Directors Forum during the year.



# LEGISLATIVE CHANGES IMPACTING BARGAINING (2024/25)

AHEIA has been actively monitoring and interpreting major legislative changes impacting bargaining direction and pathways. Key changes include:

- **Fair Work Act Amendments**  
Enhanced powers of the FWC in intractable bargaining;
- **Delegates' Rights Provisions**  
Requiring expanded access and paid time for union delegates;
- **Right to Disconnect**  
Emerging trend of clauses addressing work/life boundaries;
- **Fixed-Term Employment Restrictions**  
Capping contract use and mandating conversion pathways;
- **Increased Scope for Multi-Employer Bargaining**  
understanding and exploring expanded coordination across institutions; and
- **Casual Employment Reforms**  
Impact on definitions, conversion rights and staffing predictability.



## Forward View

While the present EB cycle is still in its initial stages, the sector stands at an inflection point. Legislative reform, workforce transformation, and constrained fiscal environments are converging to reshape EB's terrain. AHEIA will continue to:

- embed strategic foresight into bargaining planning;
- provide expert legal and industrial support; and.
- function as a coordination hub for information exchange and capacity building.

The focus for the year ahead will be to ensure members are prepared, aligned, and agile in navigating what is shaping to be one of the most consequential cycles of EB in recent memory.

# AHEIA'S SUBMISSIONS TO GOVERNMENT INQUIRIES



*The Association emphasised the sector's commitment to responsible innovation and ongoing engagement with government and stakeholders.*



During the past year, in addition to its media commentary, discussions with government and other stakeholders and related advocacy efforts, AHEIA made several key submissions to government and regulatory bodies, advocating for the industrial interests of the higher education sector.

On 5 August 2024, the Association submitted the **AHEIA Submission to Education & Employment Legislation Committee** addressing fixed-term contract and casual employment legislative reforms and the impact of capping overseas student numbers.

The submission highlighted the significant financial and operational challenges posed by new employment regulations and student caps, warning of job losses, reduced course offerings and threats to the sector's global standing. AHEIA strongly recommended delaying the implementation of student caps and called for greater employment flexibility to ensure the sector's viability and capacity for innovation.

On 29 November 2024, we provided the **AHEIA Submission to Secure Jobs, Better Pay Review**, detailing unintended consequences of recent workplace relations reforms. AHEIA emphasised the operational challenges to the sector of increased employment costs, reduced workforce flexibility, and ambiguity in fixed term exceptions and regarding contingent funding roles. The Association recommended statutory amendments to limit redundancy entitlements and advocated for the exclusion of higher education from new fixed-term contract restrictions, to preserve innovation and financial sustainability.

On 23 December 2024, AHEIA submitted the **AHEIA Submission to TEQSA's Statement of Regulatory Expectations**, supporting clear regulatory guidance but cautioning against overly prescriptive compliance measures. The submission recognised sector achievements in governance and wage compliance and recommended independent advice and audit requirements be targeted and proportionate.

In early 2025, AHEIA continued its proactive engagement with government inquiries and reviews. The **AHEIA Submission to the Senate's Education and Employment Legislation committee inquiry into University Governance** (3 March 2025) affirmed the importance of robust, sector-specific governance frameworks, transparency, and accountability. AHEIA supported the establishment of the **Expert Council on University Governance** and sector's commitment to self-reporting and addressing wage underpayment



# AHEIA'S SUBMISSIONS TO GOVERNMENT INQUIRIES

(Continued)

---

On 22 August 2025, AHEIA made a submission to the **FWC review of degree qualified professional classifications** in modern awards. The FWC review is assessing if Modern Awards adequately reflect current work value, pay relativities, and gender equity, and to determine whether there are occupations or sectors where professionals are potentially undervalued or where award rates may not align with industry standards. AHEIA submitted that higher education awards should not be prioritised for review, noting that most university staff are covered by enterprise agreements with pay rates well above award levels and that the sector is not award-dependent.

Most recently, AHEIA addressed the evolving regulatory landscape for AI and workforce arrangements. In its submission to the **Productivity Commission Interim Report on Harnessing Data and Digital Technology** (15 September 2025) AHEIA welcomed the Commission's prudent approach to AI regulation, supporting a regulatory gap analysis before introducing new laws and advocating for a pause on mandatory guardrails for high-risk AI.

The Association emphasised the sector's commitment to responsible innovation and ongoing engagement with government and stakeholders.

Each submission reflects evidence-based advocacy and a commitment to constructive dialogue, ensuring that regulatory and funding settings support research excellence, learning and teaching and workforce sustainability and the sector's global competitiveness.



# AHEIA LEGAL

AHEIA Legal has practitioners with decades of sector specific experience, with particular skills in employee management, underpayments, investigations, court and commission appearances and mediation.

More than 500 hours of AHEIA lawyers' time has been logged in the year under review.

AHEIA Legal provides members with free access to lawyers with significant sector experience. AHEIA Legal provides commercially orientated, sector leading advice that supports members' aims and budgets.

As staff of a registered organisation, AHEIA Legal's team members have an automatic right to appear in the FWC - the forum where the majority of university workplace relations matters including disputes, unfair dismissals, and general protections claims are heard. The team has deep knowledge of the unique industrial aspects and history of the sector.

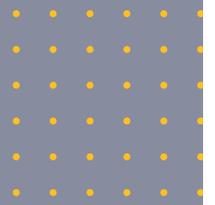
Significant changes in workplace relations legislation continued to roll out during the reporting period, requiring advice on an individual or collective basis. Most notably this related to legislative changes regarding casual and fixed-term employment, which are a vital part of the university workforce, with complex characteristics and conditions.

In the review period AHEIA legal handled 142 matters for 32 University members, with the total amount of time equating to 530.9 hours. Given that the average blended rate for legal services would be approximately \$700 per hour, the provision of legal services to members offers significant savings.

The majority of matters related to advice, with approximately eight per cent being litigation.

## Advice was provided on a broad range of issues including:

- casual and fixed-term employment and Contracts of Employment;
- performance management, disciplinary action and termination;
- superannuation;
- organisational change;
- Freedom of Information;
- interpretation of Enterprise Agreement provisions;
- flexible working arrangements;
- anti-discrimination;
- academic workloads;
- annual leave loading; and
- Enterprise Bargaining.



## Matters that involved litigation included:

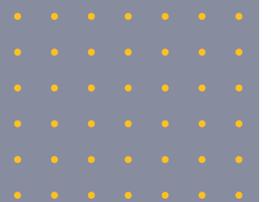
-  unfair dismissal claims;
-  General Protections (adverse action) claims;
-  Enterprise Agreement disputes;
-  Enterprise Agreement variations; and
-  anti-discrimination claims.

Representation of members has been provided within the FWC, the Federal Circuit Court, the Federal Court, the NSW CAT and Anti-Discrimination NSW. There have been favourable litigated outcomes for members arising from AHEIA legal representation.

Internal workplace investigations for members also have been conducted, giving a significant cost saving to members, compared with external providers.

Importantly, members also have been assisted with individual wage integrity issues to ensure the most appropriate outcome.

AHEIA Legal encourages members to access the provision of legal services by email at [legal@aheia.edu.au](mailto:legal@aheia.edu.au).



# AHEIA UniAnalytics

## UniAnalytics: represents a new era of workforce insights for higher education

Launched in the year under review and replacing the long running HR Benchmarking project, this integrated platform was designed to give Members deeper, more actionable insights into workforce metrics across the higher education sector.

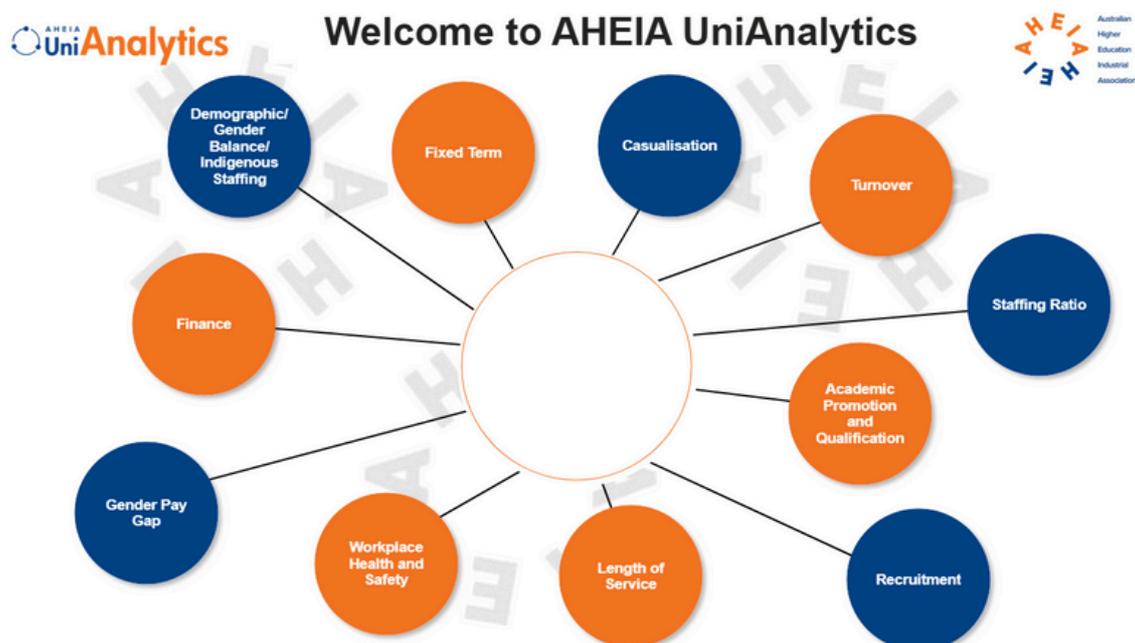
The transformation was driven by Member feedback and a clear need to move beyond static PDF reports, which often were challenging for non-technical users and difficult to update. HR Benchmarking also limited data access to five users per university.

UniAnalytics solves these challenges by providing a dynamic, user-friendly interface that makes workforce data more accessible, reliable and impactful. UniAnalytics features enhanced data visualisation, enabling users to quickly identify trends and patterns.

The data submission process also has been streamlined, eliminating repetitive data validation stages and reducing the administrative burden for members.

More importantly, access to the data has broadened substantially – with more than 220 users now having access to the data, compared with around 120 users in HR Benchmarking. This is crucial in ensuring that key decision-makers across the universities, not just the data analysts, can interact directly with the data.

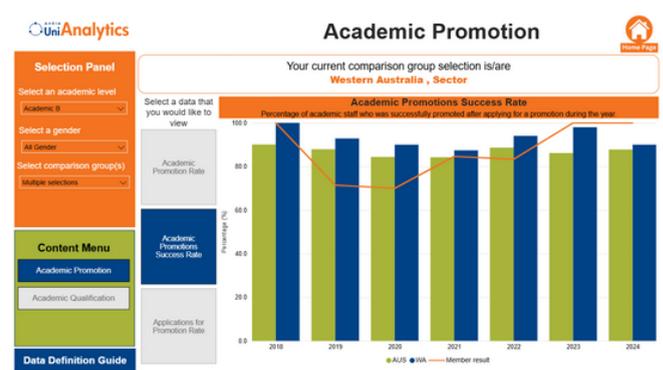
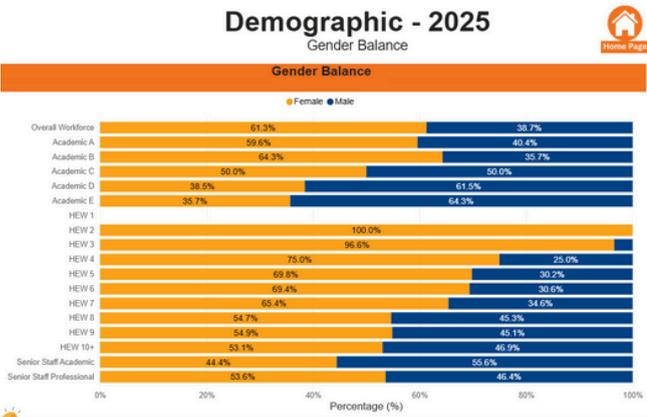
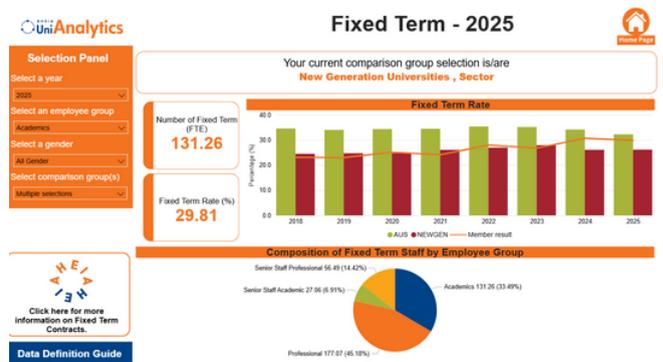
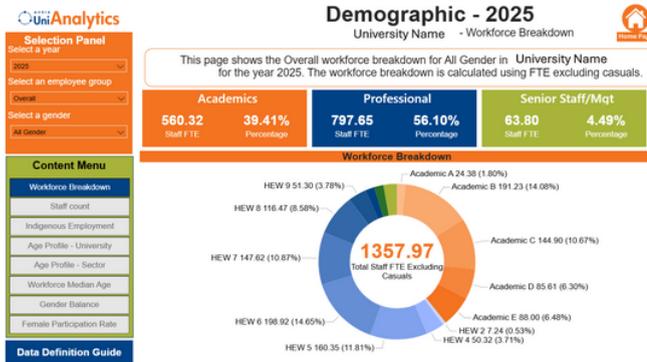
By embedding the platform into the AHEIA webpage, UniAnalytics becomes part of the one-stop shop that provides members with sector updates and information, improving user experience and access to information.



## Helping Members

In 2025, 25 universities actively participated in UniAnalytics. The tool now plays a critical role in supporting university leaders, particularly the Chief People Officers and senior managers, by providing immediate access to high-quality data.

This access supports informed decision-making around workforce planning, organisational design, staff turnover and diversity initiatives.



## What's Next?

AHEIA is exploring the integration of AI to make it easier for members to ask questions and receive insights without needing to navigate full reports. Additional features under consideration include a self-service function to access and download historical data on demand.

# MEMBER ENGAGEMENT

Member engagement is multi-faceted, ranging across training, an annual conference and face to face meetings and briefings on matters relating to IR and the law.

AHEIA exists to help its members and in doing so has created a two-way street for feedback and suggestions from them. That will extend to inviting members to be part of the AHEIA review and planning process, particularly with policy and advocacy.

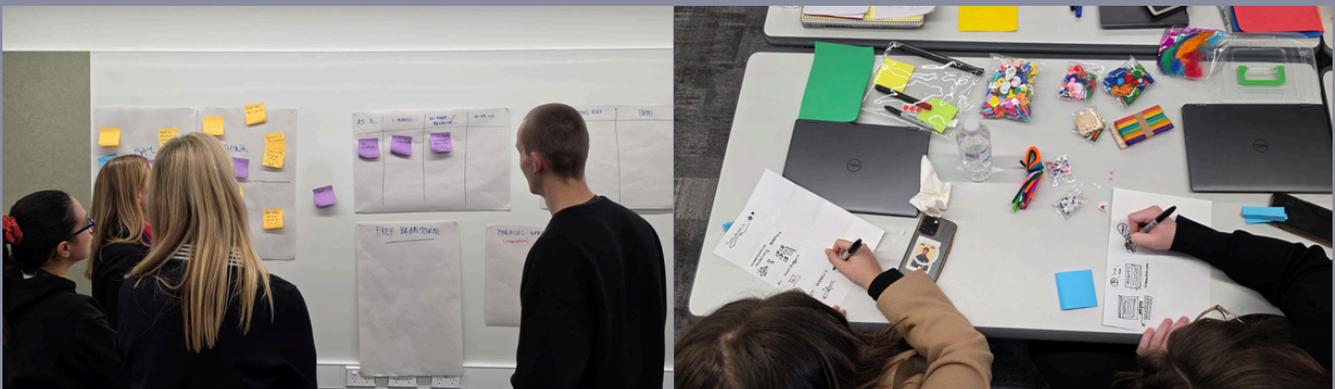
Professional development programmes focusing on practical application, sector relevance and increasing capability were delivered.

Approximately 25 training programmes were crafted and delivered to more than 600 people from wide ranging roles at metropolitan and regional universities. AHEIA's offers practical, sector-specific training in areas including:

- workplace investigations;
- workplace relations fundamentals;
- managing difficult workplace conversations;
- managing very difficult workplace behaviour;
- coaching essentials;

- cultivating team success and wellbeing;
- leading teams through organisational change;
- new manager essentials;
- design thinking; and
- data insights for non-data analysts.

As universities continue to manage organisational change, compliance demands and evolving workforce needs, practical skills training is important. AHEIA's commitment to high-quality, accessible learning helps ensure members are equipped to meet challenges and drive improvement.



# AHEIA ANNUAL CONFERENCE



The 2025 conference was held on 21–22 May at Q Station, Manly. A record 171 people from 34 Australian universities attended; 57 per cent more than 2024.

The theme was "Navigating Transformation". Attendees included senior leaders from human resources and workplace relations and executive leadership.

Presenters came from the Fair Work Ombudsman's office, Curtin University, Deloitte, Department of Home Affairs, Innovate GPT, Herbert Smith Freehills Kramer, Nous Group, Swinburne University of Technology, Studymove and the LH Martin Institute.

There were keynote addresses and breakout workshops, that included CPO and Workplace Relations Directors Forums

The 2026 conference is in Adelaide from Wednesday May 20 to Thursday May 21 and is aligned with the establishment of Australia's newest university.

**With thanks to our partners:**



# HIGHER EDUCATION AWARDS 2025

The AHEIA Higher Education Awards recognise achievements, innovation and leadership within the sector. AHEIA thanks judges and the awards committee for their contributions and congratulates all category winners. The Association also thanks Master of Ceremonies, Jane Booth.



## Awards and Winners

- **Rising Star Award:** Bronte Buesnell, Charles Sturt University. Recognised for reducing complaint backlogs, streamlining HR processes and unifying a multi-campus team.
- **Workplace Relations Excellence:** Southern Cross University (Accepted by Brendan Pearce). Honoured for introducing a Critical Risk Management Framework and significantly reducing workers' compensation claims.
- **Workplace Culture Excellence:** IDEA Team – RMIT University (Accepted by Tara Waller). Celebrated for initiatives that enhanced inclusivity, support systems and engagement across the workforce.
- **Workplace Innovation Excellence:** Casual Administration System Team – UniSA (Accepted by Natalie Black). Rebuilt a complex system in three weeks with no major issues, establishing a thriving community of practice.
- **Enterprise Bargaining Excellence:** Southern Cross University (Accepted by Brendan Pearce). Recognised for rewriting 35 per cent of its agreement, shortening the document by approximately 20 per cent and improving dispute resolution.

# Higher Education Awards 2025

## (Continued)

---

- **Leadership Excellence:** Barbara Miller – CQUniversity (Accepted by Sharon Parr). Commended for modernising HR strategy, championing wellbeing and equity and contributing nationally to workforce planning.
- **Lifetime Achievement:** Donna Cuthbert – Edith Cowan University. Honoured for over two decades of leadership, mentoring and advocacy in employment relations. Mark Gladigau – University of South Australia. Acknowledged for more than 22 years leading workforce reform, academic restructuring and sector-wide staffing transformation.

The Awards Committee was:

- Kim Franks (Southern Cross University),
- Martin Sainsbury (University of Newcastle) and
- Deborah Walker (University of the Sunshine Coast).

The panel of judges was:

- Charles Sturt University: Maria Crisante and Lisa Forstner;
- Southern Cross University: Kath Drew and Mark Krnjaic;
- Western Sydney University: Kirsty Dwyer;
- The University of Southern Queensland: Jacinta Forsyth;
- The University of Newcastle: Ruth Hartmann;
- University of South Australia: Sarah Holling;
- Griffith University: Chris Reilly;
- The University of Western Australia: Drew Williams; and
- Monash University: Angelo Yoannidis.



# MEMBERSHIP AND GOVERNANCE

**There were 34 Members of the Association as at 30 June 2025:**

- Australian Catholic University
- Australian National University
- Bond University
- Central Queensland University
- Charles Darwin University
- Charles Sturt University
- Curtin University
- Deakin University
- Edith Cowan University
- Federation University Australia
- Griffith University
- James Cook University
- Macquarie University
- Monash University
- Murdoch University
- RMIT University
- Southern Cross University
- Swinburne University of Technology
- University of Adelaide
- University of Canberra
- University of New England
- University of New South Wales
- University of Newcastle
- University of Notre Dame Australia
- University of Queensland
- University of South Australia
- University of Southern Queensland
- University of the Sunshine Coast
- University of Tasmania
- University of Technology Sydney
- University of Western Australia
- University of Wollongong
- Victoria University
- Western Sydney University

## GENERAL MEETINGS OF MEMBERS

An Annual General Meeting of the Association was held by video-conference on 18 November 2024.

## MEETINGS OF THE EXECUTIVE COMMITTEE

Tuesday, 6 August 2024 Video-conference  
Tuesday, 24 September 2024 Video-conference  
Monday, 18 November 2024 Video-conference  
Tuesday, 11 March 2025 Video-conference  
Friday, 6 June 2025 Video-conference

# THE EXECUTIVE COMMITTEE



**PRESIDENT**

**Professor Zlatko Skrbis**  
Vice-Chancellor and President,  
Australian Catholic University

23 Apr 2025 - 2025 AGM  
28 Nov 2023 - 22 Apr 2025 (Vice)  
26 Oct 2021 - 27 Nov 2023 (Vice)



**DENT**

**Professor Carolyn Evans**  
Vice-Chancellor and President,  
University of Newcastle

2023 - 28 Mar 2025  
2021 - 27 Nov 2023



**VICE PRESIDENT**

**Professor Alex Zelinsky AO**  
Vice-Chancellor,  
The University of Newcastle

23 Apr 2025 - 2025 AGM  
18 Nov 2024 - 22 Apr 2025 (member)  
29 Nov 22 - 17 Nov 2024 (member)  
6 Sep 2021 – 29 Nov 22 (member)



**MEMBER**

**Professor Pascale Quester**  
Vice-Chancellor and President,  
Swinburne University of Technology

18 Nov 2024 - 2026 AGM  
29 Nov 22 - 17 Nov 2024  
1 Mar 2022 – 29 Nov 22



**MEMBER**

**Professor Tyrone Carlin**  
Vice-Chancellor,  
Southern Cross University

23 April 2025 - 2026 AGM



**MEMBER**

**Fiona Nottley**  
Chief Operating Officer,  
RMIT

18 Nov 2024 - 2026 AGM



**MEMBER**

**Melisa Kaharevic**  
Chief People Officer,  
Curtin University

18 Nov 2024 - 2026 AGM



**MEMBER**

**Professor Renée Leon PSM**  
Vice-Chancellor and President,  
Charles Sturt University

29 Nov 22 - 17 November 2024



**MEMBER**

**Jane Booth**  
Executive Director: People, Talent &  
Culture,  
University of South Australia

29 Nov 22 - 17 November 2024  
28 Oct 2020 – 29 Nov 22  
30 Oct 2018 - 28 Oct 2020  
22 Aug 2017 - 30 Oct 2018

# OPERATING REPORT



Australian  
Higher  
Education  
Industrial  
Association

## OPERATING REPORT for the year ended 30 June 2025

The committee of management presents its operating report on the reporting unit for the year ended 30 June 2025.

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

During the reporting period, the principal activities of the organization were:

- Representing member universities on workplace relations issues, including advocacy and submissions to government and tribunals
- Advising and representing members in Fair Work Commission proceedings, disciplinary matters, and enterprise bargaining negotiations Providing industrial advice and support to members
- Facilitating knowledge sharing across universities on bargaining trends
- Offering training & development programs tailored to universities—workplace relations, leadership, investigation skills, wellbeing, AI/data/innovation—delivered nationwide
- Conducting benchmarking programs, conferences, specialist forums, and collaborative projects

These activities resulted in the continued support of the membership base and stable financial performance, with a net surplus of \$433,046 (2024: \$27,394).

### Significant changes in financial affairs

There were no significant changes in the financial affairs of the organisation during the reporting period.

### Right of members to resign

Under section 174 of the Fair Work (Registered Organisations) Act 2009, members have the right to resign from the organisation in accordance with the organisation's rules.

A copy of the resignation provisions is available to members upon request.

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

No officers held roles as trustees of superannuation entities.

### Number of members

As at 30 June 2025, the organisation had 34 members. As at 30 June 2024, the organisation had 34 members.

#### HEAD OFFICE

Level 6  
303 Collins Street  
Melbourne  
VIC 3000

Web:  
[www.aheia.edu.au](http://www.aheia.edu.au)

ABN: 74 401 952 624

# OPERATING REPORT

(Continued)

---

## Number of employees

The number of full-time equivalent employees at the end of the financial year was 8.  
The full-time equivalent employees at the end of last financial year was 9.

## Names of committee of management members and period positions held during the financial year

The following persons were members of the Committee of Management during the year:

Name	Position	Period in Office
Prof Carolyn Evans	President	1/7/24-28/3/25
Prof Zlatko Skrbis	President	23/4/25-30/6/25
Prof Zlatko Skrbis	Vice President	1/7/24-23/4/25
Prof Alex Zelinsky	Vice President	23/4/25-30/6/25
Prof Tyrone Carlin	Member	23/4/25-30/6/25
Prof Pascale Quester	Member	1/7/24-30/6/25
Fiona Notley	Member	18/11/24-30/6/25
Melissa Kaharevic	Member	18/11/24-30/6/25
Prof Renee Leon	Member	1/7/24-18/11/24
Jane Booth	Member	1/7/24-18/11/24

Signature of designated officer:



\_\_\_\_\_  
Professor Zlatko Skrbis - President

Dated: 18.08.2025



# FINANCIAL REPORT

# INDEPENDENT AUDITOR'S REPORT



Bentleys Audit (Victoria) Pty Ltd  
Level 3, 302 Burwood Rd  
Hawthorn Vic 3122  
PO Box 582 Hawthorn Vic 3122  
ABN 54 113 655 584  
T +61 3 9018 4666  
info@bentleysvic.com.au  
bentleys.com.au

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION

### Opinion

I have audited the financial report of Australian Higher Education Industrial Association ('the Association'), which comprises the statement of financial position as at 30 June 2025 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of material accounting policy and other explanatory information, the Committee of Management's Statement, the subsection 255(2A) report and the officer declaration statement.

In my opinion the accompanying financial report of the Association presents fairly, in all material respects, the Association's financial position as at 30 June 2025 and its financial performance and its cash flows for the year then ended in accordance with:

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

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

### Basis for Opinion

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

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

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

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

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

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



A member of Bentleys, a network of independent accounting firms throughout Australia and New Zealand that trade as Bentleys. All members of the Bentleys Network are affiliated only and are separate legal entities and not in Partnership. Liability limited by a scheme approved under Professional Standards Legislation. Bentleys Victoria is an independent member of Kreston Global.



# INDEPENDENT AUDITOR'S REPORT (Continued)



## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION (CONTINUED)

### Responsibilities of the Committee of Management for the Financial Report

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

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

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

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the reporting unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.
- Conclude on the appropriateness of the Committee of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the reporting unit's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the reporting unit to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the reporting unit to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the reporting unit's audit. I remain solely responsible for my audit opinion.

# INDEPENDENT AUDITOR'S REPORT (Continued)



## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION (CONTINUED)

### Auditor's Responsibilities for the Audit of the Financial Report (Continued)

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

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

### Report on Other Legal and Regulatory Requirements

In accordance with the requirements of section 257(7) of the RO Act, I am required to describe any deficiency, failure or shortcoming in respect of the matters referred to in section 252 and 257(2) of the RO Act.

I did not identify any matters to report in this regard.

*Bentleys Audit (Victoria) Pty Ltd.*

**Bentleys Audit (Victoria) Pty Ltd**



**Matthew Forbes**  
Partner

**Hawthorn**  
**18 August 2025**

Registration number (as registered by the RO General Manager under the RO Act): AA2025/8

# OFFICER DECLARATION STATEMENT



AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION

## OFFICER DECLARATION STATEMENT

I, Professor Zlatko Skrbis, being the President of the Australian Higher Education Industrial Association, declare that the following activities did not occur during the reporting period ending 30 June 2025.

The reporting unit did not:

- agree to receive financial support from another reporting unit to continue as a going concern
- agree to provide financial support to another reporting unit to ensure they continue as a going concern
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- receive capitation fees or any other revenue amount from another reporting unit
- receive revenue via compulsory levies
- receive donations or grants
- receive revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees or any other expenses to another reporting unit
- pay affiliation fees to another entity
- pay compulsory levies
- pay a grant that was \$1,000 or less
- pay a grant that exceeded \$1,000
- pay a donation that was \$1,000 or less
- pay a donation that exceeded \$1,000
- pay wages and salaries to holders of office
- pay superannuation to holders of office
- pay leave and other entitlements to holders of office
- pay separation and redundancy to holders of office
- pay other employee expenses to holders of office
- pay separation and redundancy to employees (other than holders of office)
- pay other employee expenses to employees (other than holders of office)
- pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit
- pay legal costs relating to litigation;
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- have a receivable with other reporting unit
- have a payable with other reporting unit
- have a payable to an employer for that employer making payroll deductions of membership subscriptions
- have a payable in respect of legal costs relating to litigation
- have a payable in respect of legal costs relating to other legal matters
- have an annual leave provision in respect of holders of office
- have a long service leave provision in respect of holders of office
- have a separation and redundancy provision in respect of holders of office
- have other employee provisions in respect of holders of office
- have a separation and redundancy provision in respect of employees (other than holders of office)

Australian  
Higher  
Education  
Industrial  
Association

### HEAD OFFICE

Level 6  
303 Collins Street  
Melbourne  
VIC 3000

Web:  
[www.aheia.edu.au](http://www.aheia.edu.au)

ABN: 74 401 862 624

# OFFICER DECLARATION STATEMENT

(Continued)

- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- provide cash flows to another reporting unit and/or controlled entity
- receive cash flows from another reporting unit and/or controlled entity
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit



---

**PROFESSOR ZLATKO SKRBIS**

President

Date: 18.08.2025

# COMMITTEE OF MANAGEMENT STATEMENT



Australian  
Higher  
Education  
Industrial  
Association

## AUSTRALIAN HIGHER EDUCATION INDUSTRIAL ASSOCIATION

### COMMITTEE OF MANAGEMENT STATEMENT

On 11 August 2025, the Executive Committee of Australian Higher Education Industrial Association ("reporting unit") passed the following resolution in relation to the general-purpose financial report (GPFR) for the year ended 30 June 2025.

The Executive Committee declares that in its opinion:

1. the financial statements and notes comply with the Australian Accounting Standards;
2. 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);
3. 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;
4. there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
5. during the financial year to which the GPFR relates and since the end of that year:
  - i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
  - ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
  - iii) the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
  - iv) where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
  - v) where information has been sought in any request by a member of the reporting unit or the General Manager duly made under section 272 of the RO Act, that information has been provided to the member or the General Manager; and
  - vi) where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

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

For and on behalf of the Executive Committee:



**PROFESSOR ZLATKO SKRBIS**

President

Date: 18.08.2025

#### HEAD OFFICE

Level 6  
303 Collins Street  
Melbourne  
VIC 3000

Web:  
[www.aheia.edu.au](http://www.aheia.edu.au)

ABN: 74 401 852 824

# OFFICER AND RELATED PARTY DISCLOSURE STATEMENT



Australian  
Higher  
Education  
Industrial  
Association

## OFFICER AND RELATED PARTY DISCLOSURE STATEMENT in accordance with Section 293J Fair Work (Registered Organisations) Act 2009

I, Professor Zlatko Skrbis, being the President of the Australian Higher Education Industrial Association, declare the following Officer and Related Party Disclosure Statement.

<b>Organisation Name:</b>	Australian Higher Education Industrial Association	<b>Branch Name:</b>	-
<b>Financial year start date:</b>	1 July 2024	<b>Financial year end date:</b>	30 June 2025

### INSTRUCTIONS FOR COMPLETING THIS STATEMENT:

1. Answer the question about how many officers receive remuneration (remember this includes remuneration from external boards)
2. Enter information into the tables about your branch or organisation. Add extra lines if needed (e.g. if more than one officer receives the same remuneration)
3. If there are no disclosures in any of the cells below, please insert 'NIL'

### Top Five Rankings of Officers - Relevant remuneration and non-cash benefits

<b>How many officers do you have who receive remuneration?</b>	Please circle	<input checked="" type="radio"/> 0	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 5+
--	---------------	------------------------------------	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------	--------------------------

Remuneration includes wages and salary (including superannuation), fees, allowances, benefits and other entitlements paid by the organisation AND payments from external board positions (even if not retained by the officer).

When all officers in the [ORGANISATION OR BRANCH] are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

Full Name	Office (e.g. Secretary)	Actual amount of relevant remuneration	Value of relevant non-cash benefits	Form of relevant non-cash benefits (e.g. car)
NIL		\$	\$	

### Payments to related parties and declared persons or bodies

During the financial year, the following payments were made to related parties or declared persons or bodies. The details of these payments are included below. (This list does not include payments that are exempted from disclosure under section 293G).

Date	Name	Nature of relationship (e.g. company owned by Secretary)	Purpose of payment (e.g. catering)	Amount	Other relevant details
	NIL			\$	

# OFFICER AND RELATED PARTY DISCLOSURE STATEMENT (Continued)

---

I declare that:

- the officers listed in this ORP statement are those whose relevant remuneration places them in the top five rankings of officers;
- where fewer officers are listed, this is because only those listed officers received relevant remuneration;
- the only officers in the top five rankings who received non-cash benefits are those for whom an amount is listed in the non-cash benefits column;
- the persons and entities listed under 'payments to related parties' are the only related parties or declared persons or bodies that are required to be disclosed under section.293G, where none are listed this is because there were no disclosable payments.



---

**PROFESSOR ZLATKO SKRBIS**

President

Date: 18.08.2025

# REPORT REQUIRED UNDER SUBSECTION 255 (2A)



Australian  
Higher  
Education  
Industrial  
Association

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

The Executive Committee presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 30 June 2025.

Descriptive form:

Categories of expenditure	Year ended 30 June 2025 \$	Six-month period ended 30 June 2024 \$
Remuneration and other employment-related costs and expenses – employees	1,831,169	932,496
Advertising	-	-
Operating costs	826,612	529,782
Donations to political parties	-	-
Legal costs	69,350	160



**PROFESSOR ZLATKO SKRBIS**

President

Date: 18.08.2025

### HEAD OFFICE

Level 6  
303 Collins Street  
Melbourne  
VIC 3000

Web:  
[www.aheia.edu.au](http://www.aheia.edu.au)

ABN: 74 401 952 624



# STATEMENT OF COMPREHENSIVE INCOME

## for the year ended 30 June 2025

	Notes	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
<b>Revenue from contracts with customers</b>	3		
Membership subscriptions		2,571,628	1,256,546
<b>Total revenue from contracts with customers</b>		<b>2,571,628</b>	<b>1,256,546</b>
<b>Other income</b>			
Investment income	3A	255,600	-
Other income	3B	332,949	233,286
<b>Total other income</b>		<b>588,549</b>	<b>233,286</b>
<b>Total income</b>		<b>3,160,177</b>	<b>1,489,832</b>
<b>Expenses</b>			
Employee expenses	4A	(1,831,169)	(932,496)
Conference and meeting expenses		(235,698)	(201,480)
Occupancy expenses		(75,913)	(40,974)
Travelling expenses		(23,963)	(9,810)
Communication expenses		(14,683)	(7,719)
Printing and stationery expenses		(15,787)	(8,012)
Information technology expenses		(62,267)	(40,062)
Insurance expenses		(22,095)	(10,734)
Other administration expenses	4B	(190,758)	(106,525)
Depreciation and amortization		(158,557)	(82,566)
Finance costs	4C	(7,944)	(7,195)
Legal costs	4D	(69,350)	(160)
Professional fees		(18,947)	(14,705)
<b>Total expenses</b>		<b>(2,727,131)</b>	<b>(1,462,438)</b>
<b>Total comprehensive income for the year</b>		<b>433,046</b>	<b>27,394</b>

The above statement should be read in conjunction with the notes.



# STATEMENT OF FINANCIAL POSITION

## for the year ended 30 June 2025

	Notes	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash and cash equivalents	5	2,510,271	5,000,719
Trade and other receivables	6	119,761	56,273
Financial Assets	7	566,443	565,728
Other current assets	8	43,735	48,804
<b>Total current assets</b>		<b>3,240,210</b>	<b>5,671,524</b>
<b>Non-Current Assets</b>			
Plant and equipment	9	43,751	45,675
Intangible assets	10	18,304	10,749
Right-of-use assets	11	633,865	186,963
Financial assets	7	2,755,600	-
<b>Total Non-Current assets</b>		<b>3,451,520</b>	<b>243,387</b>
<b>Total ASSETS</b>		<b>6,691,730</b>	<b>5,914,911</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Trade payables	12A	31,206	78,510
Other payables	12B	43,216	52,758
Contract liabilities	6B	1,304,687	1,293,440
Provisions	13	214,801	267,450
Lease liabilities	11	138,441	135,800
<b>Total current liabilities</b>		<b>1,732,351</b>	<b>1,827,958</b>
<b>Non-Current Liabilities</b>			
Provisions	13	19,295	9,142
Lease liabilities	12	514,183	84,956
<b>Total non-current liabilities</b>		<b>533,478</b>	<b>94,098</b>
<b>Total LIABILITIES</b>		<b>2,265,829</b>	<b>1,922,056</b>
<b>NET ASSETS</b>		<b>4,425,901</b>	<b>3,992,855</b>
<b>EQUITY</b>			
Accumulated surplus		3,700,901	3,267,855
Other Reserves	14	725,000	725,000
<b>Total equity</b>		<b>4,425,901</b>	<b>3,992,855</b>

The above statement should be read in conjunction with the notes.



# STATEMENT OF CHANGES IN EQUITY

## for the year ended 30 June 2025

	Accumulated Surplus	Other funds	Total Equity
	\$	\$	\$
Balance as at 1 January 2024	3,240,461	725,000	3,965,461
Surplus for the period	27,394	-	27,394
<b>Closing balance as at 30 June 2024</b>	<b>3,267,855</b>	<b>725,000</b>	<b>3,992,855</b>
Surplus for the year	433,046	-	433,046
<b>Closing balance as at 30 June 2025</b>	<b>3,700,901</b>	<b>725,000</b>	<b>4,425,901</b>

The above statement should be read in conjunction with the notes.



# STATEMENT OF CASH FLOWS

## for the year ended 30 June 2025

	Notes	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Receipts from customers		3,059,067	1,605,342
Interest received		48,154	38,891
Cash used			
Payments to suppliers and employees		(2,910,502)	(1,634,295)
<b>Net cash from/(used in) operating activities</b>	15A	<b>196,719</b>	<b>9,938</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Cash used			
Purchase of plant and equipment		(24,414)	(7,336)
Purchase of intangible assets		(19,950)	-
Purchase of financial assets		(2,500,000)	-
<b>Net cash from/(used in) investing activities</b>		<b>(2,544,364)</b>	<b>(7,336)</b>
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>			
Repayment of lease liabilities	11	(142,803)	(70,540)
<b>Net cash from (used by) financing activities</b>		<b>(142,803)</b>	<b>(70,540)</b>
Net increase/(decrease) in cash held		(2,490,448)	(67,938)
Cash and cash equivalents at the beginning of the financial year		5,000,719	5,068,657
<b>Cash and cash equivalents at end of the financial year</b>	5	<b>2,510,271</b>	<b>5,000,719</b>

The above statement should be read in conjunction with the notes.



# NOTES TO THE FINANCIAL STATEMENTS

## for the year ended 30 June 2025

### NOTE 1 Summary of Material Accounting Policy Information

#### 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, and the Fair Work (Registered Organisation) Act 2009 (RO Act). For the purpose of preparing the general purpose financial statements, the Australian Higher Education Industrial Association (Association) is a not-for-profit entity.

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis except for certain classes of property, plant and equipment and investment properties, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. The financial statements are presented in Australian dollars.

#### 1.2 Going concern

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

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

#### 1.3 Comparative amounts

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

#### 1.4 Significant accounting judgements and estimates

The Association has made the following judgements in the process of applying its accounting policies that have the most significant effect on the amounts recognised in the financial statements:

##### Incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the company estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

##### Lease term

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the company's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The company reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

## NOTE 1 Summary of Material Accounting Policy Information (continued)

The following estimates have been made in the process of applying the Association's accounting policies and that have the most significant effect on the amounts recognised in the financial statements:

### Estimation of useful lives of assets

The Association determines the estimated useful lives and related depreciation charges for its plant and equipment. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

### Employee benefits provision

As discussed in note 1.7, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

### Allowance for expected credit losses

The allowance for expected credit losses assessment requires a degree of estimation and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue, and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience, historical collection rates and forward-looking information that is available. The allowance for expected credit losses, is calculated based on the information available at the time of preparation. The actual credit losses in future years may be higher or lower.

## 1.5 New Australian Accounting Standards

No accounting standard has been adopted earlier than the application date stated in the standard.

### Future Australian Accounting Standards

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

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

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.

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.

## NOTE 1 Summary of Material Accounting Policy Information (continued)

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. Specifically, Association will need to classify income and expenses into operating, investing, and financing categories, and present new mandatory subtotals. Judgement will be required to determine its main business activities. Additionally, any management-defined performance measures (MPMs) must be disclosed with explanations and reconciliations. These changes will enhance transparency but may require updates to reporting processes and systems.

### 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 Association does not expect the adoption of this amendment to have a material impact on its financial statements.

### AASB 2024-3 Amendments to Australian Accounting Standards – Annual Improvements Volume 11 – Amendments to AASB 107

This amendment replaces the term ‘cost method’ in paragraph 37 of AASB 107 with the phrase ‘at cost’, following deletion of the definition of ‘cost method’. This amendment is effective for annual reporting periods beginning on or after 1 January 2026. Earlier application is permitted.

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

### AASB 2024-3 Amendments to Australian Accounting Standards – Annual Improvements Volume 11 – Amendments to AASB 7

The AASB has made the following narrow-scope amendments to AASB 7:

- Gain or loss on derecognition (B 38) – updated the language on unobservable inputs, adding a cross reference to AASB 13 Fair Value Measurement.
- Introduction to implementation guidance (IG 1) – clarified that the guidance does not necessarily illustrate all the requirements in the referenced paragraphs of AASB 7, nor does it create additional requirements.

## NOTE 1 Summary of Material Accounting Policy Information (continued)

- Disclosure of deferred difference between fair value and transaction price (IG 14) – amended mainly to make the wording consistent with requirements in AASB 7 and with the terminology used in AASB 9 and AASB 13.
- Credit risk disclosures (IG 20B) – amended to simplify the explanation of which aspects of the AASs are not illustrated in the example.
- AASB 2024-3 Amendments to Australian Accounting Standards – Annual Improvements Volume 11 – Amendments to AASB 1
- AASB 2024-3 Amendments to Australian Accounting Standards – Annual Improvements Volume 11 – Amendments to AASB 10

The amendments are effective for annual reporting periods beginning on or after 1 January 2026. Earlier application is permitted.

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

### AASB 2024-3 Amendments to Australian Accounting Standards – Annual Improvements Volume 11 – Amendments to AASB 9

The AASB has made the following narrow-scope amendments to AASB 9:

- Derecognition of lease liabilities – clarified that, when a lessee has determined that a lease liability has been extinguished in accordance with AASB 9, the lessee is required to apply AASB 9.3.3.3 and recognise any resulting gain or loss in profit or loss. However, the amendment does not address how a lessee distinguishes between a lease modification as defined in AASB 16 and an extinguishment of a lease liability in accordance with AASB 9.
- Transaction price – to avoid confusion, replaced the reference to ‘transaction price as defined by AASB 15 Revenue from Contracts with Customers’ with ‘the amount determined by applying AASB 15’. The amendments are effective for annual reporting periods beginning on or after 1 January 2026. Earlier application is permitted.

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

In addition to the above, the below lists additional Australian Accounting Standard that have been issued but are not yet effective that are not expected to be relevant to Association:

## 1.6 Revenue

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

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

### Revenue from contracts with customers

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

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

### Membership subscriptions

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of the Association. Until this point, any income received in advance is recognised as member subscriptions in advance in other liabilities.

If there is only one distinct membership service promised in the arrangement, the Association recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect the Association’s promise to stand ready to provide assistance and support to the member as required.

## NOTE 1 Summary of Material Accounting Policy Information (continued)

If there is more than one distinct good or service promised in the membership subscription, the Association allocates the transaction price to each performance obligation based on the relative standalone selling prices of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Association charges for that good or service in a standalone sale.

When a performance obligation is satisfied, the Association recognises revenue at the amount of the transaction price that was allocated to the performance obligation.

### Income of the Association as a Not-for-Profit Entity

Consideration is received by the association to enable the entity to further its objectives. The Association recognises each of these amounts of consideration as income when the consideration is received (which is when the association obtains control of the cash) because, based on the rights and obligations in each arrangement: the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and the association's recognition of the cash contribution does not give to any related liabilities.

### Conference and sponsorship income

Income received with respect to conference and sponsorship is recognised once the relevant event has taken place.

### Interest income

Interest revenue is recognised on an accrual basis using the effective interest method.

### Investment income

Investment income includes interest, dividends, distributions, and gains or losses from investments. Interest income is recognised using the effective interest method, while dividends and distributions are recognised when the right to receive payment is established. Realised gains or losses on disposal

of investments are recognised in profit or loss, and unrealised gains or losses are recognised based on the classification of the investment ie FVTPL.

### 1.6 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required, and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 Employee Benefits) and termination benefits which are expected to be settled within twelve months of the end of reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Association in respect of services provided by employees up to reporting date.

### 1.8 Leases

The Association assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

#### Association as a lessee

The Association applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Association recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

If ownership of the leased asset transfers to the Association at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment.



## NOTE 1 Summary of Material Accounting Policy Information (continued)

### Short-term leases and leases of low-value assets

The Association's short-term leases are those that have a lease term of 12 months or less from the commencement. It also applies the lease of low-value assets recognition exemption. Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

### 1.8 Financial assets

#### Contract assets and receivables

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

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

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

#### Impairment - Expected credit losses

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any loss allowance due to expected credit losses at each reporting date. A provision matrix that is based on historical credit loss experience, adjusted for forward looking factors specific to the debtors and the economic environment has been established.

### 1.9 Liabilities relating to contracts with customers

#### Contract liabilities

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

### 1.10 Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

### 1.11 Property, plant and equipment

#### Depreciation

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

Particulars	Depreciation rates	Depreciation basis
Office equipment	10-25%	Straight line
Furniture and fittings	25-33%	Straight line
Computer equipment	25-50%	Straight line
Leasehold improvements	14-17%	Straight line

### 1.12 Intangible assets

The amortisation rates of intangible assets are:

Particulars	Amortisation rates	Amortisation basis
Intangible assets	25-33%	Straight line

### 1.13 Impairment of non-financial assets

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

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset.



## **NOTE 1 Summary of Material Accounting Policy Information (continued)**

Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Association were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

### **1.14 Taxation**

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

Revenues, expenses and assets are recognised net of GST except; where the amount of GST incurred is not recoverable from the Australian Taxation Office; and for receivables and payables.

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

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

### **1.15 Recovery of wages**

The Association has not undertaken any recovery of wages activity during the financial year.

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

The Association 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.

### **1.17 Transactions with another reporting unit**

The Association does not have another item in the statement of financial position that has been derived as a result of one or more transactions and/or past events with another reporting unit of the organisation.

### **1.18 Financial support to another reporting unit**

The Association has not agreed to provide financial support to ensure another reporting unit has the ability to continue as a going concern.

## **NOTE 2 Events after the reporting period**

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the Association, the results of those operations, or the state of affairs of the Association in subsequent financial periods.

## NOTE 3 Revenue and income

### Disaggregation of revenue from contracts with customers

A disaggregation of the Association's revenue by type of arrangement is provided on the face of the Statement of Comprehensive Income. The table below also sets out a disaggregation of revenue by type of customer:

Type of customer	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
Membership subscriptions	2,571,628	1,256,546
<b>Total revenue from contracts with customers</b>	<b>2,571,628</b>	<b>1,256,546</b>
<b>Note 3A: Investment income</b>		
Unrealised gain	255,600	-
<b>Total investment income</b>	<b>255,600</b>	<b>-</b>
<b>Note 3B: Other income</b>		
Interest received	48,869	39,619
Conference and sponsorship income	197,560	136,056
Service fees	86,520	57,611
<b>Total other revenue</b>	<b>332,949</b>	<b>233,286</b>
<b>NOTE 4 Expenses</b>		
<b>Note 4A: Employee expenses</b>		
<b>Employees other than office holders:</b>		
Wages and salaries	1,769,588	841,622
Superannuation	146,652	95,204
Leave and other entitlements	(85,071)	(4,330)
<b>Total employee expenses employees other than office holders</b>	<b>1,831,169</b>	<b>932,496</b>
<b>Note 4B: Other administration expenses</b>		
Subscription fees	3,077	1,475
Office services and supplies	8,568	6,047
Bank charges	1,845	3,054
Consultant fees	120,713	89,112
Other operating expenses	13,979	6,837
Make good provision	42,576	-
<b>Total other administration expenses</b>	<b>190,758</b>	<b>106,525</b>

The above statement should be read in conjunction with the notes.



**NOTE 4 Expenses (continued)**

	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
<b>Note 4C: Finance costs</b>		
Interest expense – lease liabilities	7,944	7,195
<b>Total finance costs</b>	<b>7,944</b>	<b>7,195</b>
<b>Note 4D: Legal costs</b>		
Legal fees – member matters	69,350	160
<b>Total legal costs</b>	<b>69,350</b>	<b>160</b>
<b>Note 5: Cash and cash equivalents</b>		
Cash at bank	2,510,071	5,000,519
Cash on hand	200	200
<b>Total cash and cash equivalents</b>	<b>2,510,271</b>	<b>5,000,719</b>
<b>Note 6: Trade and other receivables</b>		
Trade receivables	115,808	52,320
Other receivables:		
Interest receivable	3,953	3,953
<b>Total trade and other receivables</b>	<b>119,761</b>	<b>56,273</b>
<b>Note 6B: Trade and other receivables</b>		
The Association has recognised the following assets and liabilities related to contracts with customers:		
Receivables – current	119,761	56,273
Receivables – non-current	-	-
<b>Receivables</b>	<b>119,761</b>	<b>56,273</b>
Contract liabilities – current	1,304,687	1,293,440
Contract liabilities – non-current	-	-
<b>Other contract liabilities</b>	<b>1,304,687</b>	<b>1,293,440</b>

Revenue recognised in the reporting period that was included in the contract liability balance at the beginning of the period was \$ 1,293,440.

The above statement should be read in conjunction with the notes.



	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
<b>Note 7: Financial assets</b>		
Current		
Term deposits	566,443	565,728
Non-current		
Investments	2,755,600	-
<b>Total financial assets</b>	<b>3,322,043</b>	<b>565,728</b>

The Association has in place a bank guarantee with the National Australia Bank for the current lease at Level 6, 303 Collins Street, Melbourne. This bank guarantee of \$112,444 (30 June 2024: 112,444) is secured by one of the term deposits included above.

<b>Note 8: Other current assets</b>		
Prepayments	43,735	48,804
<b>Total other current assets</b>	<b>43,735</b>	<b>48,804</b>

#### **Note 9: Property, plant and equipment**

<b>2025</b>	Leasehold improvements \$	Plant and equipment \$	Total \$
Carrying amount	304,994	229,426	534,420
Accumulated depreciation	(304,994)	(185,675)	(490,669)
<b>Total Property, Plant and Equipment</b>	<b>-</b>	<b>43,751</b>	<b>43,751</b>

#### **Reconciliation of opening and closing balances of property, plant and equipment**

Net book value 1 July 2024	-	45,675	45,675
Additions:			
By purchase	-	24,414	24,414
Depreciation expense	-	(26,338)	(26,338)
Net book value 30 June 2025	-	43,751	43,751
Net book value as of 30 June 2025 represented by:			
Gross book value	304,994	229,426	534,420
Accumulated depreciation and impairment	(304,994)	(185,675)	(490,669)
Net book value 30 June 2025	-	43,751	43,751

The above statement should be read in conjunction with the notes.



## Note 9: Property, plant and equipment

<b>2024</b>	Leasehold improvements \$	Plant and equipment \$	Total \$
Carrying amount	304,994	205,013	510,007
Accumulated depreciation	(304,994)	(159,338)	(464,332)
<b>Total Property, Plant and Equipment</b>	<b>-</b>	<b>45,675</b>	<b>45,675</b>
<b>Reconciliation of opening and closing balances of property, plant and equipment</b>			
Net book value 1 January 2024	-	51,115	51,115
Additions:			
By purchase	-	7,336	7,336
Depreciation expense	-	(12,776)	(12,776)
Net book value 30 June 2024	-	45,675	45,675
Net book value as of 30 June 2025 represented by:			
Gross book value	304,994	205,013	510,007
Accumulated depreciation and impairment	(304,994)	(159,338)	(464,332)
Net book value 30 June 2024	-	45,675	45,675

## NOTE 10: Intangibles

	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
Computer software at cost:		
Purchased	162,844	142,894
Less: Accumulated amortisation	(144,540)	(132,145)
<b>Carrying amount at end of the year</b>	<b>18,304</b>	<b>10,749</b>

### Reconciliations - Reconciliation of opening and closing balances of intangibles

As at 1 July		
Gross book value	142,894	142,894
Accumulated amortisation and impairment	(132,145)	(121,396)
<b>Net book value 1 July</b>	<b>10,749</b>	<b>21,498</b>
Additions:		
By purchase	19,950	-
Amortisation	(12,395)	(10,749)
<b>Net book value 30 June</b>	<b>7,555</b>	<b>(10,749)</b>
Net book value as of 30 June represented by:		
Gross book value	162,844	142,894
Accumulated amortisation and impairment	(144,540)	(132,145)
<b>Net book value 30 June</b>	<b>18,304</b>	<b>10,749</b>

The above statement should be read in conjunction with the notes.



**NOTE 11: Leases****Buildings**  
\$**Total**  
\$**The Association as a lessee**

Set out below are the carrying amounts of right-of-use assets recognised and the movements during the period:

<b>As at 1 January 2024</b>	<b>246,004</b>	<b>246,004</b>
Depreciation expense	(59,041)	(59,041)
<b>Net book value 1 July</b>	<b>10,749</b>	<b>21,498</b>
<b>As at 1 July 2024</b>	<b>186,963</b>	<b>186,963</b>
Additions	566,727	566,727
Depreciation expense	(119,825)	(119,825)
<b>As at 30 June 2025</b>	<b>633,865</b>	<b>633,865</b>

Set out below are the carrying amounts of lease liabilities (included under interest-bearing loans and borrowings) and the movements during the period:

	<b>Year ended 30 June 2025</b> \$	<b>Six month period ended 30 June 2024</b> \$
Opening balance	220,756	284,101
Additions	566,727	-
Accretion of interest	7,944	7,195
Payments	(142,803)	(70,540)
<b>As at 30 June</b>	<b>652,624</b>	<b>220,756</b>
Current	138,441	135,800
Non-current	514,183	84,956
The following are the amounts recognised in profit or loss:		
Depreciation expense of right-of-use assets	119,825	59,041
Interest expense on lease liabilities	7,944	7,195
Provision for restoration costs	42,576	-
<b>Total amount recognised in profit or loss</b>	<b>170,345</b>	<b>66,236</b>

The Association has lease agreements for office premises. All lease payments under these agreements are fixed and determined at the commencement of the lease term. There are no variable lease payments linked to usage, sales, or other indices or rates.

Set out below are the undiscounted potential future rental payments relating to periods following the exercise date of extension and termination options that are not included in the lease term:

	Within 5 yrs \$	More than 5 yrs \$	Total \$
2025 - Extension options expected not to be exercised	719,710	62,442	782,152
	<b>719,710</b>	<b>62,442</b>	<b>782,152</b>
2024 - Extension options expected not to be exercised	227,899	-	227,899
	<b>227,899</b>	-	<b>227,899</b>

The above statement should be read in conjunction with the notes.



	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
<b>Note 12: Current Liabilities</b>		
<b>Note 12A: Trade payables</b>		
Trade creditors and accruals	31,206	78,510
<b>Total trade payables</b>	<b>31,206</b>	<b>78,510</b>
Settlement is usually made within 30 days.		
<b>Note 12B: Other payables</b>		
Payroll deductions payable	16,076	16,542
Superannuation	(3,125)	(2,379)
GST, FBT and PAYG payable	30,265	38,595
<b>Total other payables</b>	<b>43,216</b>	<b>52,758</b>
Total other payables are expected to be settled in:		
No more than 12 months	43,216	52,758
More than 12 months	-	-
<b>Total other payables</b>	<b>43,216</b>	<b>52,758</b>
<b>Note 13: Provisions</b>		
<b>Note 13A: Employee provisions</b>		
Annual leave	97,570	130,648
Long service leave	93,950	145,944
	<b>191,520</b>	<b>276,592</b>
<b>Note 13B : Other provisions</b>		
Leases - make good provision	42,576	-
	<b>234,096</b>	<b>276,592</b>
Current	214,801	267,450
Non-current	19,295	9,142
<b>Total provisions</b>	<b>234,096</b>	<b>276,592</b>

The above statement should be read in conjunction with the notes.



	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
<b>Note 14: Other funds</b>		
<b>Voluntary contribution fund</b>		
Reserve for legal services		
Opening balance	475,000	475,000
Transferred to/(from) reserve	-	-
Closing balance	475,000	475,000
Reserve for major contingencies		
Opening balance	250,000	250,000
Transferred to/(from) reserve	-	-
Closing balance	250,000	250,000
<b>Total voluntary contribution fund</b>	<b>43,216</b>	<b>52,758</b>
<b>Note 15: Cash Flow</b>		
<b>Note 15A: Cash flow reconciliation</b>		
<b>Reconciliation of cash and cash equivalents as per statement of financial position to statement of cash flow:</b>		
Cash and cash equivalents as per:		
Statement of cash flow	2,510,271	5,000,719
Statement of financial position	-	-
<b>Difference</b>	<b>2,510,271</b>	<b>5,000,719</b>
<b>Reconciliation of Surplus/(deficit) to net cash from operating activities:</b>		
Surplus/(deficit) for the year	433,046	27,394
Adjustments for non-cash and other items		
Depreciation/amortisation	158,558	82,566
Fair value movements in investment – financial asset	(255,600)	-
Interest received reinvested into term deposit – financial asset	(715)	(728)
Interest paid on lease liabilities	7,944	7,195
Changes in assets/liabilities		
(Increase)/decrease in net receivables	(63,488)	1,448,425
(Increase)/decrease in prepayments	5,069	(3,634)
Increase/(decrease) in supplier payables	(47,304)	25,286
Increase/(decrease) in other payables	(9,542)	(278,940)
Increase/(decrease) in employee provisions	(42,496)	(4,330)
Increase/(decrease) in other liabilities	11,247	(1,293,296)
<b>Net cash from (used by) operating activities</b>	<b>196,719</b>	<b>9,938</b>

The above statement should be read in conjunction with the notes.



## NOTE 16 Contingent Liabilities, Assets and Commitments

### Commitments and contingencies

The Association has no contingent assets or liabilities as at 30 June 2025 (30 June 2024: nil). The Association also has no commitments as at 30 June 2025 (30 June 2024: nil).

### Note 17: Related Party Disclosures

#### Note 17A: Related party transactions for the reporting period

There were no related party transactions, loans to/from related parties, and trade receivables from or trade payables to related parties during the current and previous financial year.

	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
<b>Note 17B: Key management personnel remuneration for the reporting period</b>		
Short-term employee benefits		
Salary (including annual leave taken)	369,436	180,279
Total short-term employee benefits	369,436	180,279
Post-employment benefits:		
Superannuation	42,485	19,830
Total post-employment benefits	42,485	19,830
<b>Total</b>	<b>411,921</b>	<b>200,109</b>
 <b>Note 18: Remuneration of Auditors</b>		
Value of the services provided		
Financial statement audit services	13,000	9,000
Other services		
Assistance with the preparation of the financial statements	3,250	3,500
Provision for tax services	1,900	1,850
<b>Total remuneration of auditors</b>	<b>18,150</b>	<b>14,350</b>

The above statement should be read in conjunction with the notes.



## Note 19: Financial Instruments

The Association has financial instruments that are cash or cash equivalents, trade receivables, trade and some other payables that are carried at amortised cost.

	Year ended 30 June 2025 \$	Six month period ended 30 June 2024 \$
<b>Note 19A: Categories of Financial Instruments</b>		
Financial assets		
Fair value through profit or loss: Investments	2,755,600	-
Total	2,755,600	-
At amortised cost:		
Cash and cash equivalents	2,510,271	5,000,719
Trade and other receivables	119,761	56,273
Term deposits	566,443	565,728
Total	3,196,475	5,622,720
<b>Carrying amount of financial assets</b>	<b>5,952,075</b>	<b>5,622,720</b>
Financial liabilities		
At amortised cost:		
Trade and other payables	44,157	92,673
Lease liabilities	652,624	220,756
<b>Carrying amount of financial liabilities</b>	<b>696,781</b>	<b>313,429</b>
<b>Note 19B: Net income and expense from financial instruments</b>		
Financial assets at fair value through profit or loss		
Held for trading:		
Change in fair value	255,600	-
Financial assets at amortised cost		
Interest revenue – Cash and cash equivalents	590	899
Interest revenue – Term deposit	48,279	38,720
Financial liabilities at amortised cost		
Interest expense – lease liabilities	(7,944)	(7,195)
<b>Net income/(expense) from financial instruments</b>	<b>296,525</b>	<b>32,424</b>

## Note 19C: Credit risk

Credit risk is the risk that a counterparty will not meet its obligations under a financial instrument or customer contract, leading to a financial loss. The Association is exposed to credit risk from its operating activities (primarily trade receivables) and from its financing activities, including deposits held with banks. The Association's exposure is continuously monitored and limits reviewed annually.

The above statement should be read in conjunction with the notes.



### Note 19C: Credit risk (continued)

Trade receivables consist of a large number of members and customers, spread across diverse industries and geographical areas. The Association does not have any significant credit risk exposure to any single party or any economic entity of counter parties having similar characteristics.

The credit risk on liquid funds is limited because the counter parties are recognised banking institutions. Trade receivables are concentrated in Australia. The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount of those assets, net of any provisions for doubtful debts, as disclosed in the statement of financial position and notes to the financial statements. The Association's maximum exposure to credit risk for the components of the statement of financial position at 30 June 2025 and 2024 is the carrying amounts as illustrated above.

### Note 19D: Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.

Ultimate responsibility for liquidity risk management rests with the Executive Committee, who has in place a framework to management the Association's short, medium and long term funding and liquidity. The Association manages the liquidity risk by maintaining adequate cash reserves and by continuously monitoring forecast and actual cash flows by matching the maturity profiles of financial assets and liabilities. Given the current surplus cash assets, liquidity risk is considered to be minimal.

The following tables sets out the liquidity risk of financial liabilities held by the Association. They represent the contractual maturity of financial liabilities, calculated based on undiscounted cash flows relating to the liabilities at reporting date. The undiscounted cash flows in these tables differ from the amounts included in the statement of financial position that are based on discounted cash flows.

Contractual maturities for financial liabilities and lease liabilities are as follows:

	On Demand \$	< 1 year \$	1-2 years \$	2-5 years \$	>5 years \$	Total \$
<b>Financial liabilities 30 June 2025</b>						
Payables	44,157	-	-	-	-	44,157
Lease liabilities	-	160,544	132,169	426,996	62,442	782,151
Total	44,157	160,544	132,169	426,996	62,442	826,308
<b>Financial liabilities 30 June 2024</b>						
Payables	92,673	-	-	-	-	92,673
Lease liabilities	-	142,803	85,096	-	-	-
Total	92,673	142,803	85,096	-	-	320,572

The above statement should be read in conjunction with the notes.



### Note 19E: Market risk

The Association is exposed to equity securities price risk through the managed funds held with Fisher Investments. This arises from investments held by the Association and classified on the statement of financial position as fair value through profit and loss. The Association is not exposed to commodity price risk.

To manage its price risk arising from investments in equity securities, the Association diversifies its portfolio.

Diversification of the portfolio is done in accordance with the limits set by the Executive Committee based on advice provided by external financial advisor. The majority of the Association's equity investments are publicly traded funds.

### Note 19F: Interest rate risk

The Association's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on classes of financial assets and financial liabilities, is as follows:

	Floating Interest Rate		Non-Interest Bearing		Total	
	30 June 25	30 June 24	30 June 25	30 June 24	30 June 25	30 June 24
<b>Financial assets</b>						
Cash in bank	2,510,071	5,000,519	200	200	2,510,271	5,000,719
Term deposits	566,443	565,728	-	-	566,443	565,728
Trade & other receivables	-	-	119,761	56,273	119,761	56,273
Investments	-	-	2,755,600	-	2,755,600	-
<b>Total financial assets</b>	<b>3,076,514</b>	<b>5,566,247</b>	<b>2,875,561</b>	<b>56,473</b>	<b>5,952,075</b>	<b>5,622,720</b>
<b>Financial liabilities</b>						
Trade and other payables	-	-	44,157	92,673	44,157	92,673
Lease liabilities	-	-	652,624	220,756	652,624	220,756
<b>Total Financial liabilities</b>	<b>-</b>	<b>-</b>	<b>696,781</b>	<b>313,429</b>	<b>696,781</b>	<b>313,429</b>

### Note 19G: Price risk

The Association is exposed to equity securities price risk through the managed funds held with Fisher Investments. This arises from investments held by the Association and classified on the statement of financial position as fair value through other comprehensive income. The Association is not exposed to commodity price risk. To manage its price risk arising from investments in equity securities, the Association diversifies its portfolio. Diversification of the portfolio is completed in accordance with the limits set by the Executive Committee based on advice provided by the external financial advisor. The majority of the Association's equity investments are publicly traded funds.

The above statement should be read in conjunction with the notes.



2025		Interest rate risk			
		(1%) Net result	(1%) Equity	1% Net result	1% Equity
Cash and cash equivalents	2,510,271	(25,103)	(25,103)	25,103	25,103
		Other price risk			
		(1%) Net result	(1%) Equity	1% Net result	1% Equity
Financial assets	2,755,600	(27,556)	(27,556)	27,556	27,556

2024		Interest rate risk			
		(1%) Net result	(1%) Equity	1% Net result	1% Equity
Cash and cash equivalents	5,000,519	(50,005)	(50,005)	50,005	50,005
		Other price risk			
		(1%) Net result	(1%) Equity	1% Net result	1% Equity
Financial assets	-	-	-	-	-

## Note 20: Fair value measurements

### Note 20A: Financial assets and liabilities

The Association assessed that cash, trade receivables, trade payables, term deposit and other current liabilities approximate their carrying amounts largely due to the short-term maturities of these instruments. The carrying amounts of financial liabilities, including lease liabilities, approximate their fair values. Lease liabilities are measured at amortised cost using the effective interest method.

The following table contains the carrying amounts and related fair values for the Association's financial assets and liabilities:

	Carrying amount 30 June 2025 \$	Fair value 30 June 2025 \$	Carrying amount 30 June 2024 \$	Fair value 30 June 2024 \$
Financial Assets				
Investments	2,755,600	2,755,600	-	-
<b>Total</b>	<b>2,755,600</b>	<b>2,755,600</b>	-	-

The above statement should be read in conjunction with the notes.



## Note 20B: 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 for financial assets

	<u>Level 1</u>		<u>Level 2</u>		<u>Level 3</u>	
	2025	2024	2025	2024	2025	2024
<b>Assets measured at fair value</b>						
Investments	2,755,600	-	-	-	-	-
<b>Total</b>	<b>2,755,600</b>	-	-	-	-	-

## NOTE 21: 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).

The above statement should be read in conjunction with the notes.





Australian  
Higher  
Education  
Industrial  
Association

**AUSTRALIAN HIGHER  
EDUCATION INDUSTRIAL  
ASSOCIATION**

Level 6, 303 Collins Street  
Melbourne, Victoria 3000

Email: [legal@aheia.edu.au](mailto:legal@aheia.edu.au)  
Website: [www.aheia.edu.au](http://www.aheia.edu.au)