Fair Work Commission

7 July 2026

Gordon Thomson
General Secretary
Union of Christmas Island Workers
Sent via email: gordonthomsonci@gmail.com
CC: marciaj@armada.com.au

Dear Gordon Thomson

Union of Christmas Island Workers
Financial Report for the year ended 31 December 2025 – (FR2025/244)

I acknowledge receipt of the financial report for the year ended 31 December 2025 for the Union of Christmas Island Workers (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 23 June 2026.

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

Going concern

I note that there has been an improvement in the reporting unit's financial performance and position during the financial year ended 31 December 2025. Please note that the Commission will continue to closely monitor the reporting unit's ability to continue as a going concern in future years.

Previous problem not remedied

While we filed last year's financial report, we raised certain issues for the reporting unit to address in the preparation of future financial reports. I note that the same error has appeared in the current report, namely inconsistency in disclosure of financial information.

The statement of changes in members' equity discloses a balance of retained earnings of $101,315 for the 2025 financial year (2024: ($12,072)). The officer declaration's statement includes a nil disclosure in relation to having a balance within a general fund. However, it appears that retained earnings is the reporting unit's general fund.

In future years, please ensure that items within the financial report are disclosed consistently.

Reporting Requirements

The Commission 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 *Fair Work (Registered Organisations) Act 2009* (RO Act), the section 253 reporting guidelines and Australian Accounting Standards. Access to this information is available via this link.

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

Yours sincerely

Fair Work Commission

Union of Christmas Island Workers

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

Certificate by prescribed designated officer

Certificate for the year ended 31 December 2025

I, Gordon Thomson, being the General Secretary of the Union of Christmas Island Workers certify:

- that the documents lodged herewith are copies of the full report for the *Union of Christmas Island Workers* for the year ended 31 December 2025 referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*;
- that the full report was provided to members of the Union of Christmas Island Workers on 2 June 2026; and
- that the full report was presented to the Annual General Meeting of members of the Union of Christmas Island Workers on 23 June 2026 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer: [redacted]

Name of prescribed designated officer: Gordon Thomson

Title of prescribed designated officer: General Secretary

Dated: 23 June 2026

UNION OF CHRISTMAS ISLAND WORKERS

ABN: 16 488 483 497

GENERAL PURPOSE FINANCIAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2025

UNION OF CHRISTMAS ISLAND WORKERS

ABN: 16 488 483 497

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INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL REPORT TO MEMBERS OF UNION OF CHRISTMAS ISLAND WORKERS

Opinion

We have audited the attached general purpose financial report of Union of Christmas Island Workers ("the Reporting Unit") which includes the statement of financial position as at 31 December 2025, statement of profit or loss and other comprehensive income, statement of changes in equity and the statement of cash flows for the year ended 31 December 2025, and notes to the financial statements, including a summary of material accounting policies, the committee of management statement, the subsection 255(2A) report and the officer declaration.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Union of Christmas Island Workers as at 31 December 2025, and its financial performance and it's cash flows for the year ended on that date in accordance with:

a) with Australian Accounting Standards: and

b) any other requirements imposed by the reporting guidelines or Part 3 of Charter 8 of the *Fair Work (Registered Organisations) Act 2009 (the RO Act).*

Basis for Opinion

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

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

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

The committee of management is responsible for the other information. The other information obtained at the date of this auditor's report is in the operating report accompanying the financial report. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Committee of Management for the Financial Report

The committee of management of the Union of Christmas Island Workers is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the RO Act, and for such internal control as the committee of management determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error. In preparing the financial report, the committee of management is responsible for assessing the Union of Christmas Island Workers' ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee of management either intend to liquidate the Union of Christmas Island Workers or to cease operations, or have no realistic alternative but to do so. Management of the Reporting Unit are also responsible for overseeing the financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union of Christmas Island Workers' internal control.

ARMADA
AUDITING

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- 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 Union of Christmas Island Workers' ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union of Christmas Island Workers 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 Union of Christmas Island Workers to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Union of Christmas Island Workers audit. We remain solely responsible for our audit opinion.

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

We declare that Marcia Johnson is an auditor registered under the RO Act.

Armada Audit & Assurance

Armada Audit & Assurance Pty Ltd

[redacted]

Marcia Johnson
Registration number: AA2021/3
Director
Perth, Dated 29 May 2026

u.c.i.w.
Union Of Christmas Island Workers
P.O. Box 84, CHRISTMAS ISLAND, INDIAN OCEAN, 6798

Union of Christmas Island Workers

CATEGORIES OF EXPENDITURE
FORMING PART OF THE GENERAL PURPOSE FINANCIAL REPORT
FOR THE YEAR ENDING 31 DECEMBER 2025

The Union of Christmas Island Workers Executive Committee presents the expenditure report as required under subsection 255(2A) on the reporting unit for the year ended 31 December 2025.

Categories of expenditure	2025 $	%	2024 $	%
Remuneration and other employment related expenses - employees	77,711	63.56%	93,438	75.11%
Advertising	Nil		nil	
Operating costs	44,560	36.44%	30,963	24.89%
Donations to political parties	nil		nil	
Legal costs	nil		nil	

[redacted]

Gordon Thomson
General Secretary

29 May 2026

Telephone (08) 9164 8472 *Mobile* 0439 215 060 *Email* uciw@uciw.cx
Union of Christmas Island Workers ABN 16 488 483 497

Operating Report for the year ended 31 December 2025

The Union of Christmas Island Workers Executive Committee (the Committee of Management) presents its operating report on the Reporting Unit for the year ended 31 December 2025.

Principal Activities
s.254(2)(a)
The principal activities of the Union during the reporting period were to provide Industrial and organising services to the members consistent with the objects of the Union and particularly the object of protecting and improving the interests of the members. The Union's principal activities resulted in maintaining and improving the wages and conditions of employment of the membership, particularly for those members covered by enterprise agreements negotiated by the Union.

Significant Changes in Financial Affairs
s.254(2)(b)
Measures implemented to improve the financial viability of the Union have concluded with the objectives having been met to reduce accrued liabilities as at 31 December 2025. From 1 July 2024 the accrued leave and deferred payments provided in the accounts as current liabilities were paid to the General Secretary in fortnightly instalments until the balance owing was exhausted on 24 September 2025. During this period the General Secretary was neither paid any wages that would otherwise be payable during this period, nor was any liability for payment of wages accrued for that period. The net increase in members of the union paying union fees reported 31 December 2024 has reduced by one at 31 December 2025. The new lease of a portion of the union office and land reported at 31 December 2024 continues to earn rental revenue at the same rate as at 31 December 2025.

Manner of Resignation
s.254(2)(c)
Members may resign from the Union in accordance with rule 13, which reads as follows:

(a) A member of the Union may resign from membership of the Union by written notice addressed and delivered to the General Secretary.
(b) A notice of resignation from membership of the Union takes effect:
(i) where the member ceases to be eligible to become a member of the Union:

(A) on the day on which the notice is received by the Union; or

(B) on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member;

whichever is later; or

(ii) in any other case:

(A) at the end of 2 weeks after the notice is received by the Union; or

(B) on the day specified in the notice;

whichever is later.

c) Any dues payable but not paid by a former member in relation to a period before the member's resignation took effect, may be sued for and recovered in the name of the Union, in a court of competent jurisdiction, as a debt due to the Union.

(d) A notice delivered to the General Secretary shall be taken to have been received by the Union when it was delivered.

(e) A notice of resignation that has been received by the Union is not invalid because it was not addressed and delivered in accordance with sub-rule (a) herein.

(f) A resignation from membership is valid even if it is not effected in accordance with this rule if the member is informed in writing by or on behalf of the Union that the resignation has been accepted.

Trustee of Director of Trustee Company of Superannuation Entity or Exempt Public Sector Superannuation Scheme

s.254(2)(d)

No officer or member of the reporting unit holds a position as a trustee or director of a superannuation entity or exempt public sector superannuation scheme where the criterion for holding such position is that they are an officer or member of an organisation.

Number of Members

s.254(2)(f) regulation 159(a)

The number of persons who, at the end of the reporting period, were recorded on the Register of Members of the Union was 200, of which 189 were financial on 31 December 2025.

The number of un-financial members as at 31/12/2025 was 11 (2024: 12).

Number of Employees

s.254(2)(f) regulation 159(b)

The number of persons who were, at the end of the reporting period, employees of the Union was 1.

Members of Committee of Management

s.254(2)(f) regulation 159(c)

The persons who held office as members of the Union of Christmas Island Workers Executive Committee (the Committee of Management) during the reporting period are:

FOO, Kee Heng (President)	01/01/2025 - 31/12/2025
LEE, Kelvin Kok Bin (Vice President)	01/01/2025 - 31/12/2025
SU, Zhong Xiong (Vice President)	01/01/2025 - 31/12/2025
THOMSON, Gordon (General Secretary)	01/01/2025 - 31/12/2025
LOW, Jeffrey (Trustee)	01/01/2025 - 31/12/2025
DE CRUZ, Ronald Edward (Trustee)	01/01/2025 - 31/12/2025
NG, Hooi Hock (Committee Member)	01/01/2025 - 31/12/2025
SAW, Cheng Siew (Committee Member)	01/01/2025 - 31/12/2025
LINES, Olivier (Committee Member)	27/10/2025 - 31/12/2025
MASLI, Hafiz (Committee Member)	01/01/2025 - 31/12/2025
YON, Azmi (Committee Member)	27/10/2025 - 31/12/2025
SHARIF, Zuraine Md (Committee Member)	27/10/2025 - 31/12/2025

[redacted]

Gordon Thomson
General Secretary
29 May 2026

u.c.i.w.
Union Of Christmas Island Workers
P.O. Box 84, CHRISTMAS ISLAND, INDIAN OCEAN, 6798

COMMITTEE OF MANAGEMENT STATEMENT

On 29 May 2026 the Executive Committee of the Union of Christmas Island Workers passed the following resolution in relation to the General Purpose Financial Report (GPFR) for the financial year ended on 31 December 2025.

The Executive Committee of the Union of Christmas Island Workers declares in its opinion:

(a) the financial statements and notes comply with the Australian Accounting Standards;

(b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act);

(c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;

(d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and

(e) during the financial year to which the GPFR relates and since the end of that year:

- (i) meetings of the committee of management were held in accordance with the rules of the organisation; and
- (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation; 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 of the Fair Work Commission duly made under section 272 of the RO Act, that information has been provided to the member or the General Manager of the Fair Work Commission; 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.

[redacted]

Gordon Thomson
General Secretary

29 May 2026

UNION OF CHRISTMAS ISLAND WORKERS
ABN: 16 488 483 497
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2025

	Note	2025 $	2024 $
Revenue			
Membership subscription*	2(a)	136,260	134,618
Capitation fees and other revenue from reporting unit*	2(b)	-	-
Levies*	2(c)	-	-
Investment income	2(d)	-	-
Rental revenue	2(e)	79,104	24,934
Total revenue		**215,364**	**159,552**
Other income			
Grants and/or donations*	2(f)	20,100	1,200
Revenue from recovery of wages activity*	2(g)	-	-
Other income		194	430
Total other income		**20,294**	**1,630**
Total revenue and other income		**235,658**	**161,182**
Expenses			
Employee benefits expenses	3	77,711	93,438
Capitation fees and other expense to another reporting unit*	4	-	-
Affiliation fees	5	3,523	3,266
Administration expenses	6	10,884	10,753
Grants or donations*	7	-	-
Depreciation and amortisation	8	2,020	2,131
Legal fees*	9	-	-
Audit fees	20	12,620	9,180
Other expenses*	10	15,513	5,633
Total expenses		**122,271**	**124,401**
Surplus / (Deficit) before tax		**113,387**	**36,781**
Income tax expense		-	-
Surplus / (Deficit) for the year		**113,387**	**36,781**
Other comprehensive gain/ (loss) for the year		-	-
Total comprehensive gain / (loss) for the year		**113,387**	**36,781**

The accompanying notes form part of these financial statements.

*As required by the reporting guidelines, item to remain even if ‘nil’ unless the Union of Christmas Island Workers opts to disclose it in the officer declaration statement.

UNION OF CHRISTMAS ISLAND WORKERS
ABN: 16 488 483 497
STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2025

	Note	2025 $	2024 $
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	11	71,192	53,208
Trade and other receivables*	12	1,481	1,319
TOTAL CURRENT ASSETS		72,673	54,527
NON-CURRENT ASSETS			
Land and buildings	13	67,924	69,051
Plant and equipment	14	7,583	8,476
TOTAL NON-CURRENT ASSETS		75,507	77,527
TOTAL ASSETS		148,180	132,054
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	15	38,545	53,892
Employee provisions	16	8,320	90,234
TOTAL CURRENT LIABILITIES		46,865	144,126
TOTAL LIABILITIES		46,865	144,126
NET ASSETS		101,315	(12,072)
EQUITY			
Retained earnings		101,315	(12,072)
TOTAL EQUITY		101,315	(12,072)

The accompanying notes form part of these financial statements.

*As required by the reporting guidelines, item to remain even if ‘nil’ unless the Union of Christmas Island Workers opts to disclose it in the officer declaration statement.

UNION OF CHRISTMAS ISLAND WORKERS
ABN: 16 488 483 497
STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2025

	General funds/reserves $	Retained earnings $	Total $
Balance at 1 January 2024	-	(48,853)	(48,853)
Surplus for the year	-	36,781	36,781
Other comprehensive income	-	-	-
Balance at 31 December 2024	-	(12,072)	(12,072)
Balance at 1 January 2025	-	(12,072)	(12,072)
Surplus for the year	-	113,387	113,387
Other comprehensive income	-	-	-
Balance at 31 December 2025	-	101,315	101,315

The accompanying notes form part of these financial statements.

UNION OF CHRISTMAS ISLAND WORKERS
ABN: 16 488 483 497
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2025

	Note	2025 $	2024 $
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from Union of Christmas Island workers		136,260	170,133
Interest received		-	-
Other receipts		99,398	26,564
Payments to suppliers		(55,576)	(28,832)
Payments to employees		(162,098)	(137,687)
Payments to Union of Christmas Island workers		-	-
Net cash provided by operating activities	18	17,984	30,178
CASH FLOWS FROM INVESTING ACTIVITIES			
Net cash used in investing activities		-	-
CASH FLOWS FROM FINANCING ACTIVITIES			
Net cash used in financing activities		-	-
Net increase in cash held		17,984	30,178
Cash and cash equivalents at beginning of financial year		53,208	23,030
Cash and cash equivalents at end of financial year	11	71,192	53,208

The accompanying notes form part of these financial statements.

Note 1 Summary of Material Accounting Policies

(a) Basis of Preparation

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period, and the *Fair Work (Registered Organisation) Act 2009*. For the purpose of preparing the general purpose financial statements, the *Union of Christmas Island Workers* is a not-for-profit entity.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

Comparative Figures

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

Significant Accounting Estimates and Judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

There is no significant accounting judgements and estimates.

(b) Going concern

The financial report discloses the going concern basis of preparation. The Union of Christmas Island Workers (UCIW) generated a surplus of $113,387 during the year ended 31 December 2025 (2024: surplus of $36,781) and, as of that date, the UCIW's total assets exceeded its total liabilities by $101,315 (2024: deficit of $12,072). The Executive Committee consider the going concern basis of preparation to be appropriate as the following has been implemented to increase revenue and reduce costs for the next 12 months from the date of signing this report:

i. The Union has successfully increased revenue and decreased expenses for the FY 2025 which resulted in a surplus of $113,387 due to the following factors:
   (a) Increase in member fees;
   (b) Entering into a two year lease on 1 November 2024 to lease a portion of the property which resulted in the increase of rental income of $65,000 per year with no additional costs to be incurred as a result of the lease; and
   (c) Temporary suspension of the General Secretary's wages for the period 1 July 2024 to 30 September 2025.

ii. Commencing 2 October 2025, the General Secretary's wage conditions were re-instated to include the credit of one year's accrual of long service leave and annual leave entitlement due on 28 October 2025.

The Union has prepared a cashflow forecast which indicates that the Union will be in a position to pay it's debts when due and continue operating in a surplus position. Based on the above facts, the Executive Committee consider the going concern basis of preparation to be appropriate.

Note 1 Summary of Material Accounting Policies (contd.)

(c) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. Property, plant and equipment that has been contributed at no cost or for nominal cost is valued at the fair value of the asset at the date it is acquired. Where parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment. The cost of replacing a part of an item of property, plant and equipment is recognised in the carrying amount of an item if it is probable that the future economic benefits embodied within the part will flow to the Reporting Unit and its cost can be measured reliably. The costs of day to day servicing and maintenance of property, plant and equipment is recognised in the Statement of Comprehensive Income as incurred.

Depreciation

The depreciable amount of all fixed assets, excluding freehold land, is depreciated on reducing balance basis over the asset's useful life commencing from the time the asset is held ready for use.

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

Class of Fixed Asset	Useful lives
Land & buildings	25 years
Plant and equipment	2 - 20 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss when the item is derecognised.

(d) Taxation

The Union of Christmas Island Workers 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 Goods and Services Tax (GST).

(e) Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Union becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the Union commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain significant financing component or if the practical expedient was applied as specified in AASB 15.63.

Classification and subsequent measurement

Financial assets are subsequently measured at:

— amortised cost;
— fair value through other comprehensive income; or
— fair value through profit or loss.

Note 1 Summary of Significant Accounting Policies (contd.)

(e) Financial Instruments (contd.)

On the basis of the two primary criteria:
- the contractual cash flow characteristics of the financial asset; and
- the business model for managing the financial assets.

A financial asset is subsequently measured at amortised cost when it meets the following conditions:
- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

A financial asset is subsequently measured at fair value through other comprehensive income when it meets the following conditions:
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and
- the business model for managing the financial asset comprises both contractual cash flows collection and the selling of the financial asset.

By default, all other financial assets that do not meet the measurement conditions of amortised cost and fair value through other comprehensive income are subsequently measured at fair value through profit or loss.

Financial liabilities
Financial liabilities are subsequently measured at:
- amortised cost; or
- fair value through profit or loss.

A financial liability is measured at fair value through profit and loss if the financial liability is:
- a contingent consideration of an acquirer in a business combination to which AASB 3 applies;
- held for trading; or
- initially designated as at fair value through profit or loss.

All other financial liabilities are subsequently measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense over in profit or loss over the relevant period.

The effective interest rate is the internal rate of return of the financial asset or liability. That is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

A financial liability is held for trading if it is:
- incurred for the purpose of repurchasing or repaying in the near term;
- part of a portfolio where there is an actual pattern of short-term profit taking; or
- a derivative financial instrument (except for a derivative that is in a financial guarantee contract or a derivative that is in an effective hedging relationship).

Any gains or losses arising on changes in fair value are recognised in profit or loss to the extent that they are not part of a designated hedging relationship.

A financial liability cannot be reclassified.

Note 1 Summary of Material Accounting Policies (contd.)

(e) Financial Instruments (contd.)

Ordinary shares
Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of ordinary shares are recognised as a deduction from equity, net of any tax effects.

Regular way purchases and sales of financial assets are recognised and derecognised at settlement date in accordance with the Union's accounting policy.

Derecognition
Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

Derecognition of financial liabilities
A liability is derecognised when it is extinguished (i.e. when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability is treated as an extinguishment of the existing liability and recognition of a new financial liability.

The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss.

Derecognition of financial assets
A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All the following criteria need to be satisfied for derecognition of a financial asset:
— the right to receive cash flows from the asset has expired or been transferred;
— all risk and rewards of ownership of the asset have been substantially transferred; and
— the Union no longer controls the asset (i.e. it has no practical ability to make unilateral decisions to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

(f) Impairment

(i) 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. Where the future economic benefit of an asset is not primarily dependent on the asset’s ability to generate future cash flows, and the asset would be replaced if the Union of Christmas Island Workers were deprived of the asset, its value in use is taken to be its replacement cost.

Note 1 Summary of Material Accounting Policies (contd.)

(f) Impairment (contd.)

(ii) Impairment of financial assets

The Union recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost or fair value through other comprehensive income. Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due, and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument. The Union uses the simplified approach to impairment for trade debtors, as applicable under AASB 9.

(g) Employee Benefits

(i) Short-term benefits

Liabilities for employee benefits for wages, salaries, annual leave expected to be taken within 12 months of the reporting date represent present obligations resulting from employees' services provided to reporting date and are calculated at undiscounted amounts based on remuneration wage and salary rates that the Union expects to pay as at reporting date including related on costs, such as workers compensation insurance and payroll tax. Non accumulating non monetary benefits, such as medical care, housing, cars and free or subsidised goods and services, are expensed based on the net marginal cost to the Union as the benefits are taken by the employees.

(ii) Defined contribution plan

A defined contribution plan is a post-employment benefit plan under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution plans are recognised as a personnel expense in profit or loss when they are due.

(iii) Other long-term employee benefits

The Union's net obligation in respect of long term employee benefits is the amount of future benefit that employees have earned in return for their service in the current and prior periods plus any related on costs. That benefit is discounted to determine its present value and the fair value of any related assets is deducted. The discount rate is the yield at the reporting date on government bonds that have maturity dates approximating the terms of the Union's obligations. The calculation is performed using the projected unit credit method. Any actuarial gains or losses are recognised in profit or loss in the period in which they arise.

Provision is made for separation and redundancy benefit payments. The Union of Christmas Island Workers recognises a provision for termination as part of a broader restructuring when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations. A provision for voluntary termination is recognised when the employee has accepted the offer of termination.

(h) Provisions

Provisions are recognised when the Union has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Note 1 Summary of Material Accounting Policies (contd.)

(i) Revenue and Other Income

AASB 1058 *Income of Not-for-Profit Entities* and AASB 15 *Revenue from Contracts with Customers*

Revenue is measured with respect to the ability to meet the sufficiently specific criteria under the accounting standard *AASB 15 Revenue from Contracts with Customers* if revenue or grant funding is a result of a contract with customer with enforceable rights, and obligations that as are sufficiently specific, revenue would be recognised in accordance with AASB 15 rather than *AASB 1058 Income for Not-For-Profit Entities* .
An asset received by a not-for-profit (NFP) entity is initially recognised at its fair value where the consideration paid for the asset is significantly less than fair value, and that difference is principal to enable the entity to further its objectives. Such assets include physical, intangible and financial assets - whether acquired, donated or granted.
The general principle in AASB 1058 is that the Reporting Unit recognises, as income immediately, the difference between the fair value of the asset received and any amount separately recognised as either:

- an equity contribution;
- revenue or a contract liability arising from a contract with a customer, in accordance with AASB 15;
- a lease liability arising in a lease contract under AASB 16 *Leases* ;
- a financial instrument, in accordance with AASB 9 *Financial Instruments* ; or
- a provision, in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets.*

Revenue recognition
The Union enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions. The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.To determine whether and when to recognise revenue, the Union follows a 5-step process in accordance with AASB 15 *Revenue from Contracts with Customers* ('AASB 15'):

(i) Identifying the contract with a customer;
(ii) Identifying the performance obligations;
(iii) Determining the transaction price;
(iv) Allocating the transaction price to the performance obligations; and
(v) Recognising revenue when/as the performance obligation(s) are satisfied.

The Union's main revenue sources and accounting policies are listed

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

For the Union there is only one distinct membership service promised in the arrangement, therefore the reporting unit recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect the reporting unit's promise to stand ready to provide assistance and support to the member as required. Any payments received in advance are accounted for as deferred revenue at the end of the reporting period.

Donation income
Donations that are not enforceable and/or do not contain sufficiently specific performance obligations are recognised on receipt.

Note 1 Summary of Material Accounting Policies (contd.)

(i) Revenue and Other Income (contd.)

Rental income

Leases in which the Union as a lessor, does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising is accounted for on a straight-line basis over the relevant lease term. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as revenue in the period in which they are earned.

Capitation fees and levies

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

All revenue is stated net of the amount of good and service tax (GST).

(j) Goods and Services Tax (GST)

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

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

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities, which are recoverable from or payable to the ATO, are presented as operating cash flows included in receipts from customers or payments to suppliers.

(k) Adoption of new and revised standards

In the year ended 31 December 2025, the Committee have reviewed all of the new and revised Standards and Interpretations issued by the AASB that are relevant to the Union and effective for the current annual reporting period. As a result of this review, the Committee have determined that there is no material impact of the new and revised Standards and Interpretations on the Union and, therefore, no material change is necessary to the Union’s accounting policies.

(l) Standards and Interpretations in issue not yet adopted

Management assessment indicates that there are no new Australian Accounting Standards that have been issued but are not yet effective with an expected material impact on the Union’s financial report in the period of initial application.

	2025 $	2024 $
Note 2 Revenue and Other Income		
(a) Membership subscription*		
Membership subscription	136,260	134,618
	136,260	134,618
(b) Capitation fees and other revenue from another reporting unit*		
Capitation fees	-	-
Other revenue from another reporting unit	-	-
	-	-
(c) Levies*		
Levies	-	-
	-	-
(d) Investment income		
Interest received	-	-
	-	-
(e) Rental revenue		
Properties	79,104	24,934
	79,104	24,934
(f) Grants and/or donations*		
Grants	-	-
Donations	20,100	1,200
	20,100	1,200
(g) Revenue from recovery of wages activity*		
Amounts recovered from employers in respect of wages	-	-
Interest received on recovered money	-	-
	-	-
Note 3 Employee Benefits Expenses*		
(a) Holders of office:		
Wages and salaries	132,930	64,869
Superannuation expense	23,327	20,740
Leave and other entitlements	(55,130)	6,176
Separation and redundancies	-	-
Other employee expenses	(23,416)	1,653
	77,711	93,438
(b) Other than office holders:		
Wages and salaries	-	-
Superannuation expense	-	-
Leave and other entitlements	-	-
Separation and redundancies	-	-
Other employee expenses	-	-
	-	-
Total employee benefits expenses	77,711	93,438

*As required by the reporting guidelines, the above items to remain even if ‘nil’ unless the Union of Christmas Island Workers opts to disclose it in the officer declaration statement.

	2025 $	2024 $
Note 4 Capitation Fees and Other Expense to Another Reporting Unit*		
Capitation fees	-	-
Other revenue from another reporting unit	-	-
	-	-

Note 5 Affiliation Fees*		
Unions WA	1,766	1,676
A.C.T.U	1,757	1,590
	3,523	3,266

Note 6 Administration Expenses		
Total paid to employers for payroll deductions of membership subscriptions*	-	-
Compulsory levies*	-	-
Fees/allowances - meeting and conferences*	-	-
Conference and meeting expenses*	-	-
Property expenses	6,201	7,172
Office expenses	3,313	2,140
Information communications technology	1,370	1,441
	10,884	10,753

Note 7 Grants or Donations*		
(a) Grants		
Total expensed that were $1,000 or less	-	-
Total expensed that exceeded $1,000	-	-
	-	-
(b) Donations		
Total expensed that were $1,000 or less	-	-
Total expensed that exceeded $1,000	-	-
	-	-
	-	-

Note 8 Depreciation and amortisation		
Depreciation		
Land and buildings	1,127	1,127
Plant and equipment	893	1,004
	2,020	2,131

*As required by the reporting guidelines, the above items to remain even if ‘nil’ unless the Union of Christmas Island Workers opts to disclose it in the officer declaration statement.

	2025 $	2024 $
Note 9 Legal Costs*		
Litigation	-	-
	-	-
Note 10 Other Expenses		
Penalties - via RO Act or the Fair Work Act 2009*	-	-
Union day expenses	8,830	-
Other expenses	6,683	5,633
	15,513	5,633
Note 11 Cash and Cash Equivalents		
Cash at bank	71,192	53,208
Short term deposit	-	-
	71,192	53,208
Note 12 Trade and Other Receivables		
Receivables from other reporting units*		
Union of Christmas Island Workers	-	-
Less allowance for expected credit losses*	-	-
Receivable from other reporting units (net)	-	-
Prepayments**	1,481	1,319
	1,481	1,319

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

	2025 $	2024 $
At 1 January	-	-
Provision for expected credit losses	-	-
Write-off	-	-
At 31 December	-	-

*As required by the reporting guidelines, the above items to remain even if 'nil' unless the Union of Christmas Island Workers opts to disclose it in the officer declaration statement.

** Prepayments are not financial instruments in accordance with AASB 7 and AASB 9.

	2025	2024
	$	$
Note 13 Land and Buildings		
Land and buildings - at cost	78,615	78,615
Land and buildings - accumulated depreciation	(10,691)	(9,564)
	67,924	69,051
Reconciliation of opening and closing balances of land and buildings:		
As at 1 January		
Gross book value	78,615	78,615
Accumulated depreciation and impairment	(9,564)	(8,437)
Net book value 1 January	69,051	70,178
Additions	-	-
Impairments	-	-
Depreciation expense	(1,127)	(1,127)
Disposals	-	-
Net book value 31 December	67,924	69,051
Net book value as of 31 December is represented by:		
Gross book value	78,615	78,615
Accumulated depreciation and impairment	(10,691)	(9,564)
Net book value 31 December	67,924	69,051

Note 14 Plant and Equipment	$	$
Plant and equipment - at cost	43,299	43,299
Plant and equipment - accumulated depreciation	(35,716)	(34,823)
	7,583	8,476
Reconciliation of opening and closing balances of plant and equipment:		
As at 1 January		
Gross book value	43,299	43,299
Accumulated depreciation and impairment	(34,823)	(33,819)
Net book value 1 January	8,476	9,480
Additions	-	-
Impairments	-	-
Depreciation expense	(893)	(1,004)
Disposals	-	-
Net book value 31 December	7,583	8,476
Net book value as of 31 December is represented by:		
Gross book value	43,299	43,299
Accumulated depreciation and impairment	(35,716)	(34,823)
Net book value 31 December	7,583	8,476

Note 15 Trade and Other Payables

	2025 $	2024 $
(a) Trade creditors		
Trade creditors and accruals	-	-
Operating lease rentals	-	-
	-	-
(b) Payables to other reporting units	-	-
(c) Other payables		
PAYG Payable	8,352	7,460
Superannuation	5,555	10,855
Payable to employers for making payroll deductions	-	-
of membership subscriptions*	-	-
Legal costs*	-	-
Litigation	-	-
Other legal costs	-	-
**Unearned revenue (Contract Liability)	22,641	35,515
Payroll liabilities	1,997	62
	38,545	53,892
Total trade and other payables are expected to be settled in:		
No more than 12 months	38,545	53,892
More than 12 months	-	-
Total trade and other payables	38,545	53,892

Note 16 Employee Provisions*

	2025 $	2024 $
(a) Office holders		
Provision for Other Allowances*	-	26,784
Annual leave provisions	4,600	49,668
Long service leave provisions	3,720	13,782
	8,320	90,234
(b) Employees other than office holders		
Annual leave provisions	-	-
Long service leave provisions	-	-
	-	-
Current	8,320	90,234
Non-current	-	-
Total employee provisions	8,320	90,234

*As required by the reporting guidelines, the above items to remain even if ‘nil’ unless the Union of Christmas Island Workers opts to disclose it in the officer declaration statement.

**Unearned Revenue relates to membership funds received for future service periods, hence recorded as a liability in accordance with AASB 15 *Revenue from Contracts with Customers.*

	2025 $	2024 $
Note 17 Equity		
Other specific disclosures - funds*		
Compulsory levy/voluntary contribution fund – if invested in assets	-	-
Other fund(s) required by rules		
Balance as at start of year	-	-
Transferred to reserve	-	-
Transferred out of reserve	-	-
Balance as at end of year	-	-

Note 18 Cash Flow Information

	2025 $	2024 $
Cash and cash equivalents as per:		
Cash flow statement	71,192	53,208
Balance sheet	71,192	53,208
Difference	**-**	**-**

	2025 $	2024 $
Reconciliation of cash flows from operating activities with surplus/(deficit) after income tax		
Surplus/(deficit) after income tax	113,387	36,781
Non-cash flows in surplus		
— depreciation/amortisation expense	2,020	2,131
Changes in assets and liabilities		
— (Increase)/decrease in net receivables	-	-
— (Increase)/decrease in prepayments	(162)	854
— Increase/(decrease) in supplier payables	-	-
— (Decrease)/increase in other payables	(15,347)	2,618
— Increase in employee provisions	(81,914)	(12,206)
— Increase/(decrease) in other provisions	-	-
Net cash provided by operating activities	**17,984**	**30,178**

Note 18B: Cash flow information of another reporting unit and or controlled entity*

	2025 $	2024 $
Cash inflows		
Another reporting Unit and/or controlled entity of the Union	-	-
Total cash inflows	**-**	**-**
Cash outflows		
Another reporting Unit and/or controlled entity of the Union	-	-
Total cash outflows	**-**	**-**

*As required by the reporting guidelines, the above items to remain even if ‘nil’ unless the Union of Christmas Island Workers opts to disclose it in the officer declaration statement.

Note 19 Related Party Disclosures

Mr Gordon Thomson was elected as General Secretary from 31 December 2012 to current.

The following table below (Key Management Personnel Remuneration) provides the total amount of transactions that have been entered into with related parties for the relevant year.

Key management personnel remuneration for the reporting year:

	2025 $	2024 $
Short-term employee benefits		
Salary (including annual leave taken)	77,800	71,045
	77,800	**71,045**
Post-employment benefits:		
Superannuation	23,327	20,740
	23,327	**20,740**
Other short-term benefits		
Other employee benefits	(23,416)	1,653
	(23,416)	**1,653**
Other long-term benefits		
Other employee benefits	-	-
	-	**-**
Termination benefits	**-**	**-**
Total key management personnel remuneration	**77,711**	**93,438**

Mr Gordon Thomson had $4,600 of annual leave and $3,719 of long service leaving owing to him at 31 December 2025 (2024: $49,668 and $13,782 respectively).

Note 20 Remuneration of Auditors

	2025	2024
Value of the services provided		
Financial statement audit services	8,470	9,180
Other services	4,150	-
	12,620	**9,180**

Other services provided by the auditors of the financial statements included the review of the Annual Statement and engagement with Fairwork Commission.

Note 21 Financial Instruments

The Committee of Management of Union of Christmas Island Workers is responsible for monitoring financial risk exposures of the Union. The Committee of Management monitors transactions and review the effectiveness of internal controls relating to credit risk, liquidity risk and market risk. The Committee of Management's overall risk management strategy seeks to ensure that the Union meets its financial targets, while minimising potential adverse effects of cash flow shortfalls. The Union of Christmas Island workers financial instruments consists of term deposits, trade debtors, and accounts payable.

	2025 $	2024 $
Financial assets		
At amortised cost:		
Cash at bank	71,192	53,208
Trade and other receivables	-	-
Total	**71,192**	**53,208**
Carrying amount of financial assets	**71,192**	**53,208**
Financial liabilities		
Trade and other payables	-	-
Total	**-**	**-**
Carrying amount of financial liabilities	**-**	**-**

Credit risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counter parties of contract obligations that could lead to financial loss to the Union. The Union does not have any financial assets that would be exposed to this risk. The union ensures that surplus funds are invested in major financial institutions that maintain a high credit rating. Credit risk is minimal.

Liquidity risk

Liquidity risk arises from the possibility that the Union might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. The Union manages risk by preparing cash flow analysis in relation to its operational activities and only investing surplus cash with major financial institutions. The financial liabilities recorded will be settled within 1 year.

Fair Value Measurement

The Union of Christmas Island Workers' financial instruments being (trade debtors, trade payables and cash at bank) are recorded at amortised cost. The Committee has assessed that the fair value of financial instruments is equal to their carrying amounts largely due to the short term nature of these financial instruments.

Note 22 Capital and Leasing Commitments

No capital commitments existed at 31 December 2025 or at 31 December 2024.

Note 23 Contingent Liabilities and Contingent Assets

No contingent liabilities or contingent assets existed at 31 December 2025 or at 31 December 2024.

Note 24 Section 272 Fair Work (Registered Organisations) Act 2009

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

Information to be provided to members or General Manager:

1) A member of a Union of Christmas Island Workers, or the General Manager, may apply to the Union of Christmas Island Workers for specified prescribed information in relation to the Union of Christmas Island Workers 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 Union of Christmas Island Workers.

3) Union of Christmas Island Workers must comply with an application made under subsection (1).

Note 25 Events After the Reporting Period

There were no events that occurred after 31 December 2025, and/or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of Union of Christmas Island Workers.

OFFICER DECLARATION STATEMENT

I, Gordon Thomson – General Secretary of UCIW, declare that the following activities did not occur during the reporting period ending 31 December 2025.

The reporting unit did not:

- agree to receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- receive capitation fees from another reporting unit
- receive revenue via compulsory levies
- receive revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions;
- 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
- incur expenses due to holding a meeting as required under the rules of the organisation
- pay legal costs relating to litigation
- pay legal costs relating to other legal matters
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- have a payable to an employer for that employer making payroll deductions of membership subscriptions
- have a payable in respect of legal costs relating to litigation
- have a payable in respect of legal costs relating to other legal matters
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- have a balance within the general fund
- make a payment to a former related party of the reporting unit
- 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;

- Have a provision in respect of separation and redundancy for holders of offices;
- Have a provision in respect of separation and redundancy for employees (other than holders of offices);
- Have a provision in respect of other employee provisions for employees (other than holders of offices);
- Have another entity administer the financial affairs of the reporting unit.

Yours faithfully

[redacted]

Gordon Thomson
General Secretary

29 May 2026