Fair Work Commission

19 November 2026

Earle Setches
Branch Secretary
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Plumbing Division Victorian Divisional Branch
Sent via email: info@pteu.asn.au

Dear Earle Setches

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Plumbing Division Victorian Divisional Branch
Financial Report for the year ended 31 March 2026 – (FR2026/17)

I acknowledge receipt of the financial report for the year ended 31 March 2026 for the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Plumbing Division Victorian Divisional Branch (the reporting unit). The financial report was lodged with the Fair Work Commission (the Commission) on 7 August 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 matters have been addressed prior to filing next year's report.

Disclosure of information relating to associated entity

Under note 17(h), PICAC Ltd and CEPUTEC are listed as associated entities. Australian Accounting Standard AASB 12 *Disclosure of Interests in Other Entities*, requires an entity to disclose information that enables users of its financial statements to evaluate the nature of and risks associated with its interests in other entities and the effects of those interests on its financial position, financial performance and cash flows.

An entity must disclose the significant judgements and assumptions it has made in determining the nature of its interest in another entity or arrangement. In relation to an associate that is material to the reporting entity, the following must also be disclosed in the financial report:

- the name of the associate
- the nature of the entity's relationship with the associate (by, for example, describing the nature of the activities of the associate and whether they are strategic to the entity's activities
- the principal place of business
- the proportion of ownership interest or participating share held by the entity and, if different, the proportion of voting rights held (if applicable)
- whether the investment in the associate is measured using equity method or at fair value
- summarised financial information about the associate

If the associate is not individually material, an entity shall disclose, in aggregate, the carrying amount of its interest in all individually immaterial associates that are accounted for using the equity method. An entity shall also disclose separately the aggregate amount of its share of those associates:

(a) profit or loss from continuing operations

(b) post-tax profit or loss from discontinued operations

(c) other comprehensive income

(d) total comprehensive income

It appears that the requirements under AASB 12 have not been fully disclosed in the reporting unit's financial report in relation to PICAC Ltd and CEPUTEC Ltd. Please ensure that next year's financial report includes all the relevant disclosures.

Inconsistency in disclosures

On assessment of the financial report, the following items do not reconcile with other information disclosed in the report.

Please ensure in next year's financial report that the comparative figures for the below items are consistently disclosed.

Payments for Property, Plant and Equipment and Website

In the statement of cash flows under '*cash flows from investing activities*', a figure of ($6,385,594) is reported for payments for property, plant and equipment and website. However, under note 8 P*roperty, Plant and Equipment*, additions for the financial year are reported at a value of $6,696,378 and under note 9 *Website Development Costs* are reported at a value of $9,700, that is, a total value of $6,706,078. This is a difference of $320,484.

Disaggregation of revenue

The income statement discloses revenue for the financial year as $11,786,214, and note 3 *Revenue*, further breaks this down as $11,414,990 from revenue with contracts with customers and $371, 224 as other income.

However, in note 3 the '*total revenue by type of customer/funding source*' for contract with customers is reported as $10,695,314 and the '*total other income by funding source*' is reported as $1,090,900. This does not reconcile with the information reported under total revenue.

Fund analysis – Special purpose fund

Under note 4.4 *Fund analysis for the special purpose fund*, the expenditure items should be disclosed as a negative value not a positive i.e. donations should be reported as ($804,618) for the 2026 financial year.

Non Interest Bearing Liabilities

Note 12 *Non interest bearing liabilities*, reports an amount payable to the Federal Office for 2026 as $648,917, however note 17(g) *Branch receivables/payables – movements* discloses that the carrying amount at the end of the year for the Federal Office as $709,349.

Branch receivables/payables – movements

Under note 17(g) the carrying amount at the end of the 2026 year for the Western Australia Branch is reported as ($15,880). This should be disclosed as $15,880.

Interest rate risk

The following items in note 25 (iii) *Financial instruments – interest rate risk*, do not reconcile with other information reported in the financial report:

- Receivables: Note 25(iii) $4,188,317, however note 6 discloses the value of this item as $4,170,817
- Payables: Note 25(iii) $3,426,166, however note 11 discloses the value of this item as $3,383,101
- Non interest bearing liability: Note 25(iii) $2,620,632 however note 12 and 15 disclose the total value as $2,630,784.

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

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA

PLUMBING DIVISION – VICTORIA BRANCH

FINANCIAL REPORT
FOR THE YEAR ENDED 31 MARCH 2026

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION – VICTORIA BRANCH

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COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

OPERATING REPORT
FOR THE YEAR ENDED 31 MARCH 2026

Principal activities

The principal activities of the CEPU Victoria Branch during the financial year were to provide representation and support to the members. There were no significant changes to the principal activities during the year.

Review of results

The net result of operations for the year was a profit of $1,132,093 (2025: profit of $1,280,757). The organisation continued to represent its members in industrial and other matters, focusing particularly on training and educational projects to advance the industry. During the year, it continued to pay particular attention to corporate governance, ensuring that it complies with legislative requirements. As at reporting date, it had accumulated net assets of $18.579 million (2025: $17.447 million). The organisation is well placed to meet the future needs of the industry and moreover its members, through ongoing representation and training services, the latter arising given the ongoing developments at PICAC Ltd. Close alignment with the U.A. (USA) also continues to enhance member services and delivery as does advocacy services being provided when required.

Significant Changes in the State of Affairs

In the opinion of the Members of the Committee of Management, there were no significant changes in the organisation's state of affairs during the financial year.

Resignation of Members

A member of an organisation may resign from membership by written notice addressed and delivered to a person designated for the purpose in the rules of the organisation or a branch of the organisation.

Number of Members

As at 31 March 2026, the number of members of the organisation recorded in the register of members was 11,125 (2025: 10,751).

Number of Employees

As at 31 March 2026, the number of full time equivalent employees was 26 (2025: 26).

Committee of Management

The Committee of Management members were as follows: -

G Menzies	S Marks
C Delidakis	E Setches
R Menzies	P McCrudden
M Loebert	J Cranny
C May	J Blanch
I Kolokithas	W Burke
D McDonald	M Pickles
	N Tzimopoulos

All above committee members held their positions throughout the full year, unless otherwise stated in accordance with the rules of the organisation.

Officers & employees who are directors of a company or a member of a board

Details of officers and employees, who held positions as a superannuation fund trustee or director of a company that is a superannuation fund trustee, are as follows: -

Name of Officeholder	Name of Company or Board	Position Held	Principal Activity of Company or Board	Position Held because officer or employee of Union or nominated by Union or Peak Council
Paddy McCrudden	Co-Invest	Director	Long Service Leave	Yes

Future Developments

In the opinion of the Committee of Management, there is not likely to be any future development that will materially affect the Union's operations in subsequent years.

Signed in accordance with a resolution of the Committee of Management.

[redacted].
Earle Setches - Secretary
Designated Officer

Dated this 30th day of June 2026

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

CERTIFICATE OF COMMITTEE OF MANAGEMENT

The Committee of Management of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union Of Australia, Plumbing Division – Victoria Branch passed the following resolution on 30th June 2026 in relation to the general purpose financial report of the reporting unit for the financial year ended 31 March 2026.

The Committee of Management declares in relation to the general purpose financial report that in its opinion:

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

(b) the financial statements and notes comply with Australian Accounting Standards and 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 general purpose financial report 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;

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 reporting units of the organisation; and

v) where information sought in any request of a Member of the reporting unit or the General Manager – Fair Work Commission duly made under section 272 of the RO Act, that information has been provided to the member or the General Manager – Fair Work Commission; and

vi) where any order for inspection of financial records made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

Resolved for the Committee of Management:

[redacted]
Earle Setches - Secretary
Designated Officer

Dated this 30th day of June 2026

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER FOR THE YEAR ENDED 31 MARCH 2026

I, Earle Setches, being the Secretary of Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing And Allied Services Union Of Australia Plumbing Division - Victoria Branch certify:

(i) That the documents lodged herewith are copies of the full report for the CEPU (VIC Plumbing Division) for the period ended referred to in Section 268 of the *Fair Work (Registered Organisations) Act 2009*; and

(ii) That the full report was provided to members of the reporting unit on 30th June , 2026; and

(iii) That the full report was presented to a meeting of the committee of management of the reporting unit on 28th July , 2026 in accordance with Section 266 of the *Fair Work (Registered Organisations) Act 2009*.

[redacted]
Earle Setches - Secretary
Designated Officer

Dated this 28th day of July 2026

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

OFFICER DECLARATION STATEMENT

I, Earle Setches, being the Secretary of the Branch, declare that all activities (including $nil activities) required to be disclosed during the reporting period ended 31 March 2026 have been disclosed in the financial report.

..[redacted].....
Earle Setches - Secretary
Designated Officer

Dated: .....30th June 2026.....

STANNARDS

AUDITOR'S INDEPENDENCE DECLARATION

TO THE COMMITTEE OF MANAGEMENT OF COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA PLUMBING DIVISION VICTORIA BRANCH

I declare that, to the best of my knowledge and belief, during the year ended 31 March 2026 there have been: -

(iv) no contraventions of the auditor independence requirements in relation to the audit; and

(v) no contraventions of any applicable code of professional conduct in relation to the audit.

Stannards Accountants and Advisors



James Dickson
Registered Company Auditor (389435)
Holder of Current Public Practice Certificate
Approved Auditor (FWC Act and Regulations – AA2021/18)

Dated this 30th day of June 2026

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

EXPENDITURE REPORT
FOR THE YEAR ENDED 31 MARCH 2026

The Committee of Management of the Branch presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 31 March 2026.

	2026 $	2025 $
CATEGORIES OF EXPENDITURE		
Remuneration and other employment-related costs and Expenses – employees	6,179,871	5,690,778
Advertising	96,526	234,841
Operating Costs	4,110,379	3,739,227
Donations to Political Parties	613,258	219,080
Legal Costs	55,797	4,105
Total	11,055,831	9,888,031

[redacted]
Earle Setches - Secretary
Designated Officer

Dated this ....30th.... day of ...June... 2026

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

INCOME STATEMENT
FOR THE YEAR ENDED 31 MARCH 2026

	Note	2026 $	2025 $
Revenue	3	11,786,214	10,678,237
Affiliations :			
ALP (Political Party)		(70,503)	(67,307)
CEPU National Office		(58,173)	(42,217)
VTHC		(93,764)	(88,728)
Regional Trade Councils / Other		(16,603)	(14,357)
Administrative Services :			
Advertising		(96,526)	(234,841)
Audit Fees– Financial Report		(9,500)	(9,200)
– Other Services (half Yearly Review)		(9,144)	(3,500)
Bank and Other Finance Charges		(30,242)	(5,633)
Bad Debts and Doubtful Debts		-	-
Cleaning and Security Services		(3,999)	(46,043)
Committee Fees		(12,600)	(12,320)
Computer Programming Expenses and Data Base		(111,367)	(308,930)
Depreciation & Amortisation (includes assets <$1,000 written off)		(458,388)	(379,324)
Entertainment		(105,482)	(118,840)
Fringe Benefit Tax		(176,269)	(130,201)
Grants		-	-
Interest Paid		(60)	-
Insurance		(679,960)	(353,482)
Legal Fees – Litigation		-	-
Legal Fees – Other Matters		(55,797)	(4,105)
Professional Services		(126,177)	(17,138)
Electricity		(132)	(7,351)
Repairs and Maintenance		-	(2,448)
Motor Vehicles Expenses		(193,113)	(184,969)
Payroll Tax		(313,572)	(314,342)
Penalties – via RO Act or Regulations		-	-
Postage and Mail Outs		(8,310)	(18,625)
Printing, Stationery, Publications and Publicity		(78,867)	(240,706)
Annual Leave		(52,332)	78,036
Long Service Leave and Retiring Allowances		(484,985)	(464,683)
Rates		(14,633)	(13,948)
Rent		(15,931)	(12,398)
Salaries and Wages		(4,977,014)	(4,694,204)
Staff Training		(68,633)	(68,546)
Sundries		(334,667)	(264,659)
Sponsorship		(114,913)	(94,199)
Superannuation		(665,541)	(609,927)
Telephone and Internet Services		(38,923)	(36,636)
Travel and Accommodation		(70,219)	(46,469)
Fines		(3,150)	(2,765)
Fitness and Clothing Allowances		(67,350)	(82,055)
Debt Collection Expenses		(4,508)	(3,229)
Staff Amenities		(16,521)	(12,782)
Payroll Deductions for Membership Subscriptions		-	-
Compulsory Levies		-	-

the accompanying notes form part of this Financial Report

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

INCOME STATEMENT
FOR THE YEAR ENDED 31 MARCH 2026

	Note	2026 $	2025 $
Meetings and Conferences		-	-
Fees/allowances – meetings and conferences		-	-
Total Operating Expenditure		(9,637,868)	(8,933,071)
Per Capita Payment to National Office		(532,790)	(609,223)
Total Expenses		(10,170,658)	(9,542,294)
Profit / (Loss) for Year		1,615,556	1,135,943
Fair Value Adjustments to Property		-	-
Net Profit / (Loss) available for appropriation between General and Incidental Fund		1,615,556	1,135,943
Net (Expenses) / Revenue from other Funds		(483,463)	144,814
Net Profit for the Year		1,132,093	1,280,757

The accompanying notes form part of this Financial Report

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 MARCH 2026

	2026 $	2025 $
Profit / (Loss) for the period	1,132,093	1,280,757
Other comprehensive income for the period	-	-
Total comprehensive income for the period	1,132,093	1,280,757
Total comprehensive income attributable to: Members of the organisation	1,132,093	1,280,757

To be read in conjunction with the Notes to and forming part of the financial statements

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2026

	Notes	2026 $	2025 $
Current Assets			
Cash and Cash Equivalents	5	10,822,773	9,979,114
Receivables	6	4,170,817	6,946,556
Inventory	1(e)	101,333	108,482
Other	7	121,535	148,548
Total Current Assets		15,216,458	17,182,700
Non Current Assets			
Receivables	6	-	-
Property, Plant and Equipment	8	9,202,023	2,897,849
Investment Property	10	4,695,649	4,770,379
Website Development	9	19,182	14,276
Total Non Current Assets		13,916,854	7,682,504
Total Assets		29,133,312	24,865,204
Current Liabilities			
Payables	11	3,383,101	2,766,269
Non Interest Bearing Liabilities	12	648,917	648,917
Provisions	13	3,901,411	3,537,365
Total Current Liabilities		7,933,429	6,952,551
Non Current Liabilities			
Provisions	13	638,765	465,495
Big Picnic Funds Held	15	1,981,867	-
Total Non Current Liabilities		2,620,632	465,495
Total Liabilities		10,554,061	7,418,046
Net Assets		18,579,251	17,447,158
Equity			
Defence Fund		3,306,970	3,230,402
General Fund		9,935,185	8,653,048
Incidental Fund		5,157,996	4,512,519
Special Purpose Fund		(1,578,752)	(706,663)
Asset Revaluation Reserve		1,757,852	1,757,852
Total Equity		18,579,251	17,447,158

To be read in conjunction with the Notes to and forming part of the financial statements

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2026

	2026 $	2025 $
Accumulated Profit / (Deficit) – Beginning of Year	-	-
Profit / (Loss) for the Year	1,132,093	1,280,757
Distribution to: -		
Defence Fund	(76,568)	(91,488)
General Fund	(1,282,137)	(980,912)
Incidental Fund	(645,477)	(495,723)
Special Purpose Fund	872,089	287,366
Total Accumulated Profit / (Deficit) – End of the Year	-	-

2026	Defence Fund $	General Fund $	Incidental Fund $	Special Purpose Fund $	Asset Revaluation Reserve $	Total $
Balance – Start of Period	3,230,402	8,653,048	4,512,519	(706,663)	1,757,852	17,447,158
Net Surplus / (Deficit)	76,568	1,282,137	645,477	(872,089)	-	1,132,093
Balance – End of Period	3,306,970	9,935,185	5,157,996	(1,578,752)	1,757,852	18,579,251

2025	Defence Fund $	General Fund $	Incidental Fund $	Special Purpose Fund $	Asset Revaluation Reserve $	Total $
Balance – Start of Period	3,138,914	7,672,136	4,016,796	(419,297)	1,757,852	16,166,401
Net Surplus / (Deficit)	91,488	980,912	495,723	(287,366)	-	1,280,757
Balance – End of Period	3,230,402	8,653,048	4,512,519	(706,663)	1,757,852	17,447,158

To be read in conjunction with the Notes to and forming part of the financial statements

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2026

	Notes	2026 Inflows/ (Outflows) $	2025 Inflows/ (Outflows) $
Cash flows from Operating Activities			
Contributions and enrolment fees from Members		5,912,874	5,813,734
Interest Received		422,387	419,942
Grants Received		1,174,451	1,054,234
Compliance Levies Received		1,096,840	681,260
Other Income		497,176	112,862
Directors' Fees		371,224	437,919
Rent Received – Investment Property		690,731	673,797
Amounts recharged and recouped		2,042,918	1,518,666
Payments from CEPU NSW Branch – Service Fees		84,950	106,040
Payments to Suppliers and Employees		(9,020,046)	(8,464,642)
Interest Paid		(60)	-
Net Cash Provided by Operating Activities	16	3,273,445	2,353,812
Cash flows from Investing Activities			
Payments for Property, Plant and Equipment and Website		(6,385,594)	(496,297)
Proceeds from Sale of Property, Plant and Equipment		115,125	106,464
Net Cash Provided by / (Used in) Investing Activities		(6,270,469)	(389,833)
Cash flows from Financing Activities			
Receipt of Big Picnic Funds Held on Behalf of Participating Unions		1,656,076	-
Payments by/(to) Federal Office		(530,653)	(610,761)
Payments by/(to) CEPU WA Branch		(86,653)	(98,067)
Payments by/(to) CEPUTEC Ltd		3,000,000	423,203
Payments by/(to) CEPU NSW Branch		42,318	205,845
Payments by/(to) CEPU QLD Branch		44,013	63,090
Payments by/(to) Other Branches		(284,418)	26,527
Net Cash Provided by/(Used) in Financing Activities		3,840,683	9,837
Net Increase in Cash and Cash Equivalents		843,659	1,973,816
Cash and Cash Equivalents at Beginning of Year		9,979,114	8,005,298
Cash and Cash Equivalents at End of Year	16	10,822,773	9,979,114

To be read in conjunction with the Notes to and forming part of the financial statements

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2026

Note 1 Statement of Significant Accounting Policies

Basis of preparation

This financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the Fair Work (Registered Organisations) Act 2009. The Union is a 'not for profit' entity.

The financial statements except for cashflow information have been prepared on an accruals basis and are based on historical costs, except as explained otherwise. Historical costs are based on the fair value of the consideration given in exchange for assets. The report is presented in Australian dollars. Where necessary, comparative information has been reclassified to comply with current year presentation of the report.

The following is a summary of the material policies adopted by the Union in the preparation of the financial statements.

a) Statement of Compliance

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards.

b) Going Concern

The financial report has been prepared on a going concern basis which contemplates the realisation of assets and settlement of liabilities in the ordinary course of business.

The Committee of Management considers the going concern basis as appropriate for the following reason:

- The Union has again generated a surplus this year. It has a positive net asset position and is forecasting ongoing surpluses.

No adjustments have been made in the financial report relating to the recoverability and classification of recorded asset values or to the amounts and classification of liabilities that might be necessary should the Union not continue as a going concern. The Union is not reliant on the financial support of any other reporting unit to continue as a going concern, nor has it provided financial support to any other reporting unit to enable them to continue as a going concern.

c) Impairment of Assets

Assets that are subject to depreciation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

The recoverable amount is the higher of an asset's fair value less costs to sell and value in use.

d) Plant and Equipment

Plant and equipment are brought to account at cost less, where applicable, any accumulated depreciation or amortisation.

The depreciable amount of all fixed assets is depreciated on a straight-line basis over their useful lives commencing from the time the asset is held ready for use.

The depreciation rates used for each class of asset are:

	2026	2025
Buildings	2.5%	2.5%
Motor Vehicles	25%	25%
Furniture and Office Equipment	10-50%	10-50%
Fixtures and Fittings	13-20%	13-20%

e) Inventories

Inventories are valued at the lower of cost and net realisable value (cost is based on a FIFO basis).

f) Income Tax

No provision for income tax is necessary as "Trade Unions" are exempt from income tax under Section 50-1 of the Income Tax Assessment Act 1997. An obligation for fringe benefits tax and goods and services tax still exists and has been accounted for by the Union.

g) Employee Benefits

Provision is made for the Union's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled in full within one year together with entitlements arising from wages and salaries, have been measured at the nominal amounts expected to be paid when the liability is settled plus relates on-costs. Other employee benefits payable have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Retiring allowance, applicable only to officials, is accrued in accordance with clause 51.4 & 51.5 of the Rules.

Long service leave provisions in relation to officials is recognised in the accounts, in accordance with clause 51.7 and 51.9 of the Rules. Long service leave for non-officials is accrued based on probability of pay-out and years of service.

Contributions made by the Union to employee superannuation funds are charged as expenses when incurred.

The number of full time employees at the end of the year was 26.

h) Leases

The Union 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.

The Union as a lessee

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

h) Leases (cont'd)

Right-of-use assets

The Union recognises right-of-use assets at the commencement date of the lease (ie. the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

	2026	2025
Plant & Equipment	3-5 years	3-5 years

If ownership of the leased asset transfers to the Union 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.

Lease liabilities

At the commencement date of the lease, the Union recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Union and payments of penalties for terminating the lease, if the lease term reflects the Union exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Union uses the implicit the interest rate. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (eg changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

i) Revenue

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

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

i) Revenue (cont'd)

Revenue from contracts with customers

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

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

Membership subscriptions

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

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

For member subscriptions paid annually in advance, the Union has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

When a member subsequently purchases additional goods or services from the Union at their standalone selling price, the Union accounts for those sales as a separate contract with a customer.

Levies

Levies paid by a member (or other party) in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Union transfer the services.

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

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

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

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

During the year, the Union received cash consideration from the following arrangements whereby that consideration will be recognised as income upon receipt:

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

(i) Revenue (cont'd)

Volunteer services

During the year, the Union received no volunteer services. In those circumstances where it does receive volunteer services and the fair value of the volunteer services can be measured reliably, the Union recognises the fair value of volunteer services received as income together with a corresponding expense where the economic benefits of the volunteer services are consumed as the services are acquired. Where the volunteer services will contribute to the development of an asset, the fair value is included in the carrying amount of that asset.

Income recognised from transfers

Where, as part of an enforceable agreement, the Union receives consideration to acquire or construct a non-financial asset such as property, plant and equipment to an identified specification and for the Union's own use, a liability is recognised for the obligation to acquire or construct the asset. Income is recognised as the obligation to acquire or construct the asset is satisfied, which is typically over time. The asset that is being acquired or constructed is recognised in accordance with the policy on property, plant and equipment.

Gains from sale of assets

An item of property, plant and equipment is derecognised upon disposal (which is at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of profit or loss when the asset is derecognised.

Interest income

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

j) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and cash in banks at highly liquid investments with a maturity of 3 months or less. It is recognised at its nominal amount.

k) Trade and other receivables

Trade and other receivables are recognised initially at fair value and generally due for settlement within 30 days.

For trade receivables that do not have a significant financing component, the Union applies a simplified approach in calculating expected credit losses (ECLs) which requires lifetime expected credit losses to be recognised from initial recognition of the receivables.

Therefore, the Union does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Union has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

k) Trade and other receivables (cont'd)

Debt instruments other than trade receivables

For all debt instruments other than trade receivables and debt instruments not held at fair value through profit or loss, the Union recognises an allowance for expected credit losses using the general approach. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Union expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognised in two stages:

- Where there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses from possible default events within the next 12-months (a 12-month ECL).
- Where there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the debt, irrespective of the timing of the default (a lifetime ECL).

The Union considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Union may also consider a financial asset to be in default when internal or external information indicates that the Union is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

l) Trade and other payables

Trade payables and other accounts payable are recognised when the Union becomes obliged to make future payments resulting from the purchase of goods and services. Trade accounts payable are normally settled within 30 days.

m) Fair Value Measurements

The Union measures some of its assets and liabilities at fair value on either a recurring or non-recurring basis, depending on the requirements of the applicable Accounting Standard.

Fair value is the price the Union would receive to sell an asset or would have to pay to transfer a liability in an orderly (ie. unforced) transaction between independent, knowledgeable and willing market participants at the measurement date.

m) Fair Value Measurements (cont'd)

As fair value is a market-based measure, the closest equivalent observable market pricing information is used to determine fair value. Adjustments to market value may be made having regard to the characteristics of the specific asset or liability. The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market data.

To the extent possible, market information is extracted from either the principal market for the asset or liability (ie. the market with the greatest volume and level of activity for the asset or liability) or, in the absence of such a market, the most advantageous market available to the entity at the end of the reporting period (ie. the market that maximises the receipts from the sale of the asset or minimises the payments made to transfer the liability, after taking into account transaction costs).

For non-financial assets, the fair value measurement also takes into account a market participant's ability to use the asset in its highest and best use or to sell it to another market participant that would use the asset in its highest and best use.

The fair value of liabilities and the entity's own equity instruments (excluding those related to share-based payment arrangements) may be valued, where there is no observable market price in relation to the transfer of such financial instruments, by reference to observable market information where such instruments are held as assets. Where this information is not available, other valuation techniques are adopted and, where significant, are detailed in the respective note to the financial statement.

n) 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 (ie 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 as "at fair value through profit or loss" in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical expedient was applied as specified in AASB 15: *Revenue from Contracts with Customers*.

Classification and subsequent measurement

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

n) Financial Instruments (cont'd)

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 in the 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 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 effective hedging relationships).

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.

The change in fair value of the financial liability attributable to changes in the issuer's credit risk is taken to other comprehensive income and is not subsequently reclassified to profit or loss. Instead, it is transferred to retained earnings upon derecognition of the financial liability.

If taking the change in credit risk in other comprehensive income enlarges or creates an accounting mismatch, then these gains or losses should be taken to profit or loss rather than other comprehensive income.

A financial liability cannot be reclassified.

Financial Assets

Financial assets are subsequently measured at:
- amortised cost;
- fair value through other comprehensive income; or
- fair value through profit or loss.

Measurement is on the basis of two primary criteria:

- the contractual cash flow characteristics of the financial asset; and
- the business model for managing the financial assets.

A financial asset that meets the following conditions is subsequently measured at amortised cost:

- 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.

n) Financial Instruments (cont'd)

A financial asset that meets the following conditions is subsequently measured fair value through other comprehensive income:

- 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.

The entity initially designates a financial instrument as measured at fair value through profit or loss if:

- it eliminates or significantly reduces a measurement or recognition inconsistency (often referred to as an "accounting mismatch") that would otherwise arise from measuring assets or liabilities or recognising the gains and losses on them on different basis;
- it is in accordance with the documented risk management or investment strategy and information about the groupings is documented appropriately, so the performance of the financial liability that is part of a group of financial liabilities or financial assets can be managed and evaluated consistently on a fair value basis; and

- it is a hybrid contract that contains an embedded derivative that significantly modifies the cash flows otherwise required by the contract.

The initial designation of financial instruments to measure at fair value through profit or loss is a one-time option on initial classification and is irrevocable until the financial asset is derecognised.

Equity instruments

At initial recognition, as long as the equity instrument is not held for trading or is not a contingent consideration recognised by an acquirer in a business combination to which AASB 3 applies, the entity made an irrevocable election to measure any subsequent changes in fair value of the equity instruments in other comprehensive income, while the dividend revenue received on underlying equity instruments investment will still be recognised in profit or loss.

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 (ie 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, is recognised in profit or loss.

n) Financial Instruments (cont'd)

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 the 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 entity no longer controls the asset (ie has no practical ability to make unilateral decision 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.

On derecognition of a debt instrument classified as fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investment revaluation reserve is reclassified to profit or loss.

On derecognition of an investment in equity which the entity elected to classify under fair value through comprehensive income, the cumulative gain or loss previously accumulated in the investments revaluaton reserve is not reclassified to profit or loss, but is transferred to retained earnings.

The entity recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- lease receivables;
- contract assets;
- loan commitments that are not measured at fair value through profit or loss; and
- financial guarantee contracts that are not measured at fair value through profit or loss.

Loss allowance is not recognised for:

- financial assets measured at fair value through profit or loss; or
- equity instruments measured at fair value through other comprehensive income.

Expected credit losses are the profitability-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 entity used the following approaches to impairment, as applicable under AASB9:

- the general approach;
- the simplified approach;
- the purchased or originated credit-impaired approach; and
- low credit risk operational simplification.

n) Financial Instruments (cont'd)

General approach

Under the general approach, at each reporting period, the entity assesses whether the financial instruments are credit-impaired, and:

- If the credit risk of the financial instrument has increased significantly since initial recognition, the entity measures the loss allowance of the financial instruments at an amount equal to the lifetime expected credit losses; and
- If there is no significant increase in credit risk since initial recognition, the entity measures the loss allowance for the financial instrument at an amount equal to 12-month expected credit losses.

Simplified approach

The simplified approach does not require tracking of changes in credit risk at every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

This approach is applicable to:

- trade receivables; and
- lease receivables.

In measuring the expected credit loss, a provision matrix for trade receivables is used taking into consideration various data to get to an expected credit loss (ie delivery of its customer base, appropriate groupings of its historical loss experience, etc).

Purchased or originated credit-impaired approach

For financial assets that are considered to be credit-impaired (not on acquisition or originations), the Union measures any change in lifetime expected credit loss as the difference between the asset's gross carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. Any adjustment is recognised in profit or loss as an impairment gain or loss.

Evidence of credit impairment includes:

- significant financial difficulty of the issuer or borrower;
- a breach of contract (eg default or past due event);
- a lender has granted to the borrower a concession, due to the borrower's financial difficulty, that the lender would not otherwise consider;
- the likelihood that the borrower will enter bankruptcy or other financial reorganisation; and
- the disappearance of an active market for the financial asset because of financial difficulties.

Low credit risk operational simplification approach

If a financial asset is determined to have low credit risk at the initial reporting date, the entity assumes that the credit risk has not increased significantly since initial recognition and, accordingly, can continue to recognise a loss allowance of 12-month expected credit loss.

In order to make such a determination that the financial asset has low credit risk, the entity applies its internal credit risk ratings or other methodologies using a globally comparable definition of low credit risk.

n) Financial Instruments (cont'd)

A financial asset is considered to have low credit risk if:

- there is a low risk of default by the borrower;
- the borrower has a strong capacity to meets its contractual cash flow obligations in the near term; and
- adverse changes in economic and business conditions in the longer term, may, but not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations.

Recognition of expected credit losses in financial statements.

At each reporting date, the Union recognises the movement in the loss allowance as an impairment gain or loss in the statement of profit and loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

Assets measured at fair value through other comprehensive income are recognised at fair value with changes in fair value recognised in other comprehensive income. The amount in relation to change in credit risk is transferred from other comprehensive income to profit or loss at every reporting period.

For financial assets that are unrecognised (eg loan commitments yet to be drawn, financial guarantees), a provision for loss allowance is created in the statement of financial position to recognise the loss allowance.

Financial instruments are initially measured at cost on trade date, which includes the transaction costs, when the related contractual rights or obligations exist.

Subsequent to the initial recognition, the Committee of Management assess whether there is objective evidence that a financial instrument has been impaired. A prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen, impairment losses are recognised In the Income Statement.

o) Taxation (GST)

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

The Union whilst believed to be exempt from income tax still has a Fringe Benefits Tax obligation.

p) Capitation Fees

These fees are recognised on an accruals basis, and recorded as an expense in the year to which they relate.

q) 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.

r) Critical Accounting Estimates and Judgements

The Committee of Management evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Union.

Key Estimates – Impairment

The Union assesses impairment at each reporting date by evaluating conditions specific to it that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined and reflected in the Financial Report.

s) Comparative Information

Where necessary comparative amounts have been reclassified to facilitate preparation of the current year accounts.

t) Employee benefits

The Union applies AASB 119: Employee Benefits and the relevant consequential amendments arising from the related Amending Standards.

For the purpose of measurement, AASB 119 defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related services. Under AASB 119, as the Union expects that most employees will not use all of their annual leave entitlements in the same year in which they are earned or during the 12-month period that follows, obligations for annual leave entitlements now meet the definition of other long-term employee benefits and, therefore, are required to be measured at the present value of the expected future payments to be made to employees.

u) Acquisition of assets and or liabilities that do not constitute a business combination

The Union did not acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, or a restructure of the branches of the organisation, or a determination or revocation by the General Manager - Fair Work Commission under subsections 245(1) or 249(1) of the RO Act.

v) Current versus non-current classification

The Union presents assets and liabilities in the statement of financial position based on current/non-current classification.
An asset is current when it is:

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

All other assets are classified as non-current.
A liability is current when:

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

v) Current versus non-current classification (cont'd)

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

The Union classified all other liabilities as non-current.

w) New Accounting Standards for Application in Future Periods

There are no new Accounting Standards issued by the AASB that are not yet mandatorily applicable to the Union, that are expected to have a significant impact on the Union when adopted in future periods. The accounting policies adopted are consistent with those of the previous year including adoption of AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates.

2 Information to be provided to Members or General Manager – Fair Work Commission

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of sub-section (1), (2) and (3) of Section 272 which reads as follows:-

(1) A Member of an organisation, or the General Manger- Fair Work Commission, may apply to the organisation for specified prescribed information in relation to the organisation 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 organisation.

(3) An organisation must comply with an application made under subsection (1).

3 Revenue

Disaggregation of revenue

A disaggregation of the CEPU Victoria Branch's revenue by type of arrangement if provided below.

	2026 $	2025 $
Revenue from contracts with customers		
Membership subscriptions	5,912,874	5,813,734
Rental income from investment properties	690,731	673,797
Incolink and OH & S grants	1,174,451	1,054,234
Costs recovered from training, education centres and others	2,042,844	1,904,431
Compliance levies collected	1,096,840	681,260
Sponsorships	497,250	-
Capitation fees	-	-
Other sales of goods or services to members	-	-
Revenue from recovery of wages	-	-
Total revenue from contracts with customers	11,414,990	10,127,456
Income for furthering objectives		
Grants and/or donations	-	-
Income recognised from volunteer services	-	-
Income recognised from transfers	-	-
Total income for furthering objectives	-	-
Other income		
Other levies		-
Directors' fees	371,224	437,919
Other income	-	112,862
Total other income	371,224	550,781
Total revenue	**11,786,214**	**10,678,237**

3 Revenue

Disaggregation of revenue – contracts with customers

The table below also sets out a disaggregation of revenue from contracts with customers by type of customer and funding source.

	2026 $	2025 $
Revenue by type of customer / funding source		
- Members	5,912,874	5,813,734
- Other reporting units	-	-
- Government	-	-
- Other persons	4,782,440	4,313,722
Total revenue by type of customer / funding source	**10,695,314**	**10,127,456**

Disaggregation of revenue – Other income

The table below also sets out a disaggregation of other income by funding source.

Other Income by funding source		
- Members	-	-
- Other reporting units	120,640	105,314
- Government	-	-
- Other persons	970,260	445,467
Total other income by funding source	**1,090,900**	**550,781**

All revenue is sourced in Australia. There are no unsatisfied performance obligations included in revenue.

4. Fund Analysis

		2026 $	2025 $
4.1	**Defence Fund**		
	INCOME		
	Interest Received	76,568	91,488
	Levies	-	-
	Total Income	76,568	91,488
	MOVEMENT		
	Surplus for Year	76,568	91,488
	Surplus B/Fwd	3,230,402	3,138,914
	Accumulated Surplus	3,306,970	3,230,402
4.2	**General Fund**		
	INCOME		
	Interest Received	205,099	223,616
	Net Surplus/(Deficit) transferred (2/3 of Net Profit / (Loss) from Ordinary Activities)	1,077,038	757,296
	Total Income	1,282,137	980,912
	MOVEMENT		
	Surplus/(Deficit) for Year	1,282,137	980,912
	Surplus B/Fwd	8,653,048	7,672,136
	Accumulated Surplus	9,935,185	8,653,048
4.3	**Incidental Fund**		
	INCOME		
	Interest Received	106,958	117,075
	Net Surplus/(Deficit) transferred (1/3 of Net Profit/ (Loss) from Ordinary Activities)	538,519	378,648
	Total Income	645,477	495,723
	MOVEMENT		
	Surplus/(Deficit) for the Year	645,477	495,723
	Surplus B/Fwd	4,512,519	4,016,796
	Accumulated Surplus	5,157,996	4,512,519
4.4	**Special Purpose Fund**		
	INCOME		
	Interest Received	(16,763)	(12,237)
	Sales of t-shirts / windcheaters	29,847	70,609
	Total Income	13,084	58,372
	EXPENDITURE		
	Donations	804,618	281,293
	T-shirts / windcheater purchases	80,555	64,445
	Total Expenditure	885,173	345,737
	MOVEMENTS		
	(Deficit) / Surplus for the year	(872,089)	(287,366)
	(Deficit) / Surplus B/Fwd	(706,663)	(419,297)
	Accumulated Surplus	(1,578,752)	(706,663)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2026 (cont'd)

4. Fund Analysis (cont'd)

General Fund
Pursuant to the Rules of the Union, the General Fund includes all enrolment fees, contributions, levies and fines (except as specifically prescribed in the rules) and except with the previous permission of the Divisional Council or Divisional Executive shall only be used for the payment of allowances and general expenditures necessarily incurred in the working of the Branch.

Incidental Fund
Pursuant to the Rules of the Union, the surplus allocated in the General Fund at the close of each financial period is divided into three equal parts with one part being allocated to the Incidental Fund and two parts of the General Fund. This Fund is wholly at the disposal of the Branch for any purpose whatsoever.

Defence Fund
This fund represents the accumulated levy made on members of the Victorian Branch. Legal fees incurred where deemed to be for the defence of the Union can be written off against this fund.

Special Purpose
This reserve is used for specific purposes approved by the Divisional Council or Divisional Executive. It incorporates levies in respect of the Federal Office, and membership transactions.

5. Cash and Cash Equivalents

	2026 $	2025 $
Cash at Bank	4,839,906	2,903,191
Cash at Bank - Big Picnic Fund	1,981,867	-
Term Deposit	4,000,000	7,073,423
Cash on Hand	1,000	2,500
	10,822,773	9,979,114

6. Receivables

	2026 $	2025 $
Sundry Debtors and Accrued Income	557,397	467,004
Other Receivables	1,454	4,247
Amounts due from related parties	3,611,966	6,475,305
	4,170,817	6,946,556
Non current		
Amounts due from related parties (Secured)	-	-
Total Receivables	4,170,817	6,946,556

The credit loss provision was $nil (2025: $nil) and there were no movements during the year.
No receivables were recognised for contracts with customers (2025: $nil). There are no unsatisfied performance obligations included in receivables.

Receivables are aged as follows: -

Days	2026 $	2025 $
0 – 30+	1,100,120	873,067
No set terms*	3,070,697	6,073,489
	4,170,817	6,946,556

* No specific repayment terms set but classified based on expected repayment date.
No significant credit risk exists with any single counterparty, nor is there any collateral over receivables except as stated.

7. Other Current Assets

	2026 $	2025 $
Prepayments	121,535	148,548

8. Property, Plant and Equipment

	2026 $	2025 $
Freehold Land		
At Valuation	1,105,650	1,105,650
At Cost	-	-
	1,105,650	1,105,650
Buildings on Freehold Land		
At Valuation	900,000	900,000
At Cost	7,434,740	1,049,146
Less: Accumulated Depreciation	(806,405)	(686,811)
	7,528,335	1,262,335
Motor Vehicles		
At Cost	983,432	929,907
Less: Accumulated Depreciation	(536,674)	(506,411)
	446,758	423,496
Furniture and Equipment		
At Cost	1,302,418	1,233,418
Less: Accumulated Depreciation	(1,181,138)	(1,127,050)
	121,280	106,368
Fixtures and Fittings		
At Cost	45,431	45,431
Less: Accumulated Depreciation	(45,431)	(45,431)
	-	-
Total Property, Plant and Equipment (Non Current)	9,202,023	2,897,849

Freehold land and buildings located at 50-52 Victoria Street, Carlton North were valued by D Brindley, Certified Practising and Sworn Valuers of Woodards (Network) Pty Ltd on 31 March 2013. The basis of valuation of the property was the capitalisation of estimated net rental at the rate that reflects the risks relating to such property classes in the location. Property acquired subsequently is measured at cost. The Committee of Management believe the current written down value of land and buildings is appropriate as a basis on which to measure fair value.

Reconciliations of the carrying amounts of property, plant and equipment at the beginning and end of the current year.

2025	Freehold Land $	Buildings $	Motor Vehicles $	Furniture & Equipment $	Fixtures & Fittings $	Total $
Carrying amount at beginning of year	1,105,650	1,035,968	517,531	126,920	-	2,786,069
Additions	-	272,646	185,471	38,180	-	496,297
Disposals	-	-	(83,907)	-	-	(83,907)
Depreciation Expense	-	(46,279)	(195,599)	(58,732)	-	(300,610)
Carrying amount at end of year	1,105,650	1,262,335	423,496	106,368	-	2,897,849

8. Property, Plant and Equipment (cont'd)

2026	Freehold Land $	Buildings $	Motor Vehicles $	Furniture & Equipment $	Fixtures & Fittings $	Total $
Carrying amount at beginning of year	1,105,650	1,262,335	423,496	106,368	-	2,897,849
Additions	-	6,385,594	241,784	69,000	-	6,696,378
Disposals	-	-	(13,340)	-	-	(13,340)
Depreciation Expense	-	(119,594)	(205,183)	(54,087)	-	(378,864)
Carrying amount at end of year	1,105,650	7,528,335	446,757	121,281	-	9,202,023

9. Website Development Costs

	2026 $	2025 $
Carrying amount at beginning of year	14,276	18,260
Additions	9,700	-
Less: Depreciation Expense	(4,794)	(3,984)
Carrying amount at end of year	19,182	14,276

10. Investment Property

	2026 $	2025 $
Carrying amount at the beginning of year	4,770,379	4,845,108
Less: Depreciation Expense	(74,730)	(74,729)
Carrying amount at the end of year	4,695,649	4,770,379

There were no additions or disposals of investment property in 2026 (2025 :$nil).

* (Valued by Jones Lang LaSalle, Certified Practising Valuers on 23 March 2010 on a 'market value for mortgage security' basis). No market valuation decrement is believed to have occurred from the previous valuation, based on market information available.

11. Payables

	2026 $	2025 $
Creditors and accruals	3,209,262	2,748,046
Related Party creditors	173,839	18,223
Consideration to employers for payroll deductions	-	-
Legal Costs - litigation	-	-
Legal Costs – other matters	-	-
	3,383,101	2,766,269

12. Non Interest Bearing Liabilities

	2026 $	2025 $
Amount Payable to Federal Office	648,917	648,917
	648,917	648,917

13. Provisions

	2026 $	2025 $
Current		
Annual Leave	585,163	532,832
Long Service Leave and Retiring Allowances	3,316,248	3,004,533
	3,901,411	3,537,365
Non Current		
Long Service Leave and Retiring Allowances	638,765	465,495

Of the amounts owing above, they are payable as follows:-

	Annual Leave		Long Service Leave and Retirement Allowance		Total	
	2026 $	2025 $	2026 $	2025 $	2026 $	2025 $
Officeholders	207,594	195,089	1,866,779	1,625,739	2,074,373	1,820,828
Other Staff	377,569	337,743	2,088,234	1,844,289	2,465,803	2,182,032
Total	585,163	532,832	3,955,013	3,470,028	4,540,176	4,002,860

There are no other provisions for separation and redundancy or other provisions for officeholders or other employees (2025: $nil)

Provision for Employee Benefits
Provision for employee benefits represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Union does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the Union does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

14. Benefits

Employee benefits paid/accrued during the year

	Officeholders		Employees		Total	
	2026 $	2025 $	2026 $	2025 $	2026 $	2025 $
Wages and Salaries	1,721,953	1,381,477	3,255,060	3,286,185	4,977,013	4,667,662
Annual Leave	12,505	(5,314)	39,827	(72,722)	52,332	(78,036)
Long Service Leave and Retirement Allowance	241,040	205,283	243,945	259,400	484,985	464,683
Superannuation	204,169	164,141	461,372	445,786	665,541	609,927
Separation and Redundancies	-	-	-	26,542	-	26,542
Other Employment Expenses	-	-	-	-	-	-
Total	2,179,667	1,745,587	4,000,204	3,945,191	6,179,871	5,690,778

$Nil separation and redundancies costs were incurred in relation to employees (2025: $26,542 separation and redundancies costs). $Nil separation costs or redundancy costs were incurred for officeholders (2025: $nil).

15. Big Picnic Funds Held on Behalf of Participating Unions

	2026 $	2025 $
Big Picnic Fund – Liability Movement		
Funds In		
Interest Received	50,525	-
Sponsorship	222,500	-
Big Picnic Income	1,897,843	-
Total Funds In	2,170,868	-
Funds Out		
Sundry	70,442	-
Debtors/Creditors balances relating to the BIG Picnic Fund	98,935	-
Events - Picnic	1,675,700	-
Total Funds Out	1,845,077	-
MOVEMENT		
Net Increase in Funds Held during the year	325,791	-
Transfer of Funds to CEPU VIC from CFMEU	1,656,076	-
Big Picnic Funds Held at the beginning of the year	-	-
Big Picnic Funds Held at the end of the year	1,981,867	-

Big Picnic Fund

Pursuant to the Building Industry Group of Unions (BIG) Picnic Fund Memorandum of Agreement dated 13 March 2025, the Big Picnic Fund was established jointly by participating unions for the purpose of funding and administering BIG picnic days and related activities for the benefit of union members and their families.

15. Big Picnic Funds Held (cont'd)

The Fund is financed through ticket sales, levies, sponsorships, donations and other financial or in-kind support received for the purposes of conducting BIG picnic events. In accordance with the agreement, monies held in separate picnic-related bank accounts are consolidated into a single fund known as the BIG Picnic Fund, to be held on behalf of the participating unions.

All monies raised or donated for BIG picnic activities are required to be deposited into the Fund and may only be used for activities associated with the operation of BIG picnic events and related member activities. Any net increase in the Fund is retained within the Fund and recognised as an increase in the liability owing to participating unions for future BIG Picnic activities.

The BIG Picnic Fund is administered by CEPU VIC on behalf of participating unions. Accordingly, the Fund's underlying asset base at reporting date is recognised as a liability in the statement of financial position.

Upon withdrawal from the agreement or winding up of the Fund, participating unions are entitled to a proportional distribution of any remaining funds in accordance with the terms of the agreement.

16. Cash Flow Information

a. Reconciliation of Cash

Cash at the end of the reporting period is reconciled to the related items in the statement of financial position as follows: -

	2026 $	2025 $
Cash at Bank	6,821,773	2,903,191
Term Deposit	4,000,000	7,073,423
Cash on Hand	1,000	2,500
	10,822,773	9,979,114

b. Reconciliation of Net Cash Provided by Operating Activities to Net Profit

	Note	2026 $	2025 $
Net Profit / (Loss)			
Defence Fund	4.1	76,568	91,488
General Fund	4.2	1,282,137	980,912
Incidental Fund	4.3	645,477	495,723
Special Purpose Fund	4.4	(872,089)	(287,366)
		1,132,093	1,280,757
Non Cash Items			
Depreciation & Amortisation		458,388	379,324
Provisions		537,316	386,647
(Profit) / Loss on Disposal of Non Current Assets (net)		(101,786)	(22,557)
Per Capita Charge		532,790	609,223
Other Non Cash Related Party Transactions		151,250	(228,229)
Changes in Operating Assets and Liabilities			
(Increase)/Decrease in Prepayments		27,013	(24,253)
(Increase)/Decrease in Inventory		7,149	7,707
Increase/(Decrease) in Trade Creditors and Accruals		616,832	383,525
(Increase)/Decrease in Sundry Debtors and GST Receivables		(87,600)	(418,332)
Net Cash Provided by Operating Activities		3,273,445	2,353,812

17. Related Party Information

a. The names or persons who are now part of the Committee of Management are: -

President
G. Menzies

Vice-President
C. May

Trustee
C. Delidakis

Trustee
R. Menzies

Secretary
E. Setches

Assistant Secretary
P. McCrudden
J. Cranny

Committee of Management
J. Blanch
W. Burke
I. Kolokithas
M. Loebert
S. Marks
D. McDonald
M. Pickles
N. Tzimopoulos

b. Key Management Personnel Remuneration for the Reporting Period

Remuneration for the Reporting Period	**2026 $**	**2025 $**
Short-term employee benefits		
Salary	1,721,953	1,381,477
Annual leave	12,505	(5,314)
Performance bonus	-	-
Total short-term employee benefits	1,734,458	1,376,163
Post-employment benefits		
Superannuation	204,169	164,141
Total post-employment benefits	204,169	164,141
Other long-term benefits		
Long-service leave	241,040	205,283
Total long-term benefits	241,040	205,283
Termination benefits	-	-
Total Remuneration	**2,179,667**	**1,745,587**

No termination benefit or share based payments or bonuses were received by key personnel or other officeholders.

The officeholders received no 'non cash' benefits not already included in remuneration (2025: $nil). No officeholder of the Branch during the year and/or in the prior year had any material personal interest in a matter that he/she has or did acquire, or a relative of the officeholder has or did acquire.

17. Related Party Information (Cont'd)

c. Key Management Personnel Remuneration for the Reporting Period (Cont'd)

No officeholder or officer of the Branch (this year or last year) received any remuneration in their own name because they were a member of, or held position with a Board or other organisation because: -

i) The officeholder held such a position with the Board or other organisation only because they were an officeholder of the Branch; or

ii) They were nominated for the position by the Branch; or

iii) They received remuneration from any third party, in connection with the performance of their duties as an officeholder of the Branch.

Directors fees received by officeholders in their positions as directors of other entities and passed on directly to the Union amounted to $371,224 (2025: $437,919).

d. All transactions between the Committee Members and the Union were conducted on normal commercial terms in respect of subscriptions and the supply of other goods and services.

e. Transactions with Federal Office, Branches and Related entities.

Per Capital Payment	**2026 $**	**2025 $**
During the year, the Victorian Branch of the Union paid to the Federal Office a per capital payment calculated in accordance with the rules.	532,790	609,223
It received service fees from NSW Branch of the Union on commercial terms and conditions.	84,950	106,040
Rental Income on Investment Properties - PICAC Ltd	690,731	673,797

f. Related Party balances at year end.

	2026 $	**2025 $**
Amounts receivable/(payable) at reporting date – Federal office and other branches		
PTEU Federal Branch – Related Branch	(709,349)	(648,917)
PTEU Western Australia Branch - Related Branch	(15,880)	(15,642)
PTEU New South Wales Branch – Related Branch	-	51,575
PTEU Queensland Branch – Related Branch	3,690	3,514
CEPU Electrical Division – Related Branch	-	-
CEPU Communications Division – Related Branch	(96,786)	(24,072)
	(818,325)	(633,542)
Training Fees receivable – related entity (CEPUTEC Ltd)	28,457	31,697
Cost (payable)/ recoverable – related entity PICAC Ltd	33,902	(10,000)
Other Receivables/(Payables) – related entities CEPUTEC Ltd	3,069,242	6,069,242

* All related entity loans are unsecured, except if stated otherwise.

17. Related Party Information (Cont'd)

g. Branch Receivables / Payables - Movements

	2026 $	2025 $
Balance Reconciliation - Branches		
Federal Office		
Carrying amount at beginning of the year	(648,917)	(648,917)
Capita charge	(532,790)	(609,223)
Sundry charges	(58,295)	(1,538)
Receipts	(18,572)	-
Payments made	549,225	610,761
Carrying amount at end of the year	(709,349)	(648,917)
Western Australia Branch		
Carrying amount at beginning of the year	(15,642)	(13,157)
Sundry charges	(55,131)	(100,552)
Receipts	(6,700)	(2,943)
Payments made	93,353	101,010
Carrying amount at end of the year	(15,880)	(15,642)
New South Wales Branch		
Carrying amount at beginning of the year	51,575	137,319
Sundry income	73,642	115,555
Interest income	2,051	4,546
Receipts	(127,268)	(205,845)
Carrying amount at end of the year	-	51,575
Queensland Branch		
Carrying amount at beginning of the year	3,514	-
Sundry income	44,189	66,604
Receipts	(44,013)	(63,090)
Carrying amount at end of the year	3,690	3,514
CEPU Electrical Division		
Carrying amount at beginning of the year	-	2,455
Sundry income	-	-
Receipts	-	(2,455)
Carrying amount at end of the year	-	-
CEPU Communications Division		
Carrying amount at beginning of the year	(24,072)	-
Receipts	(357,132)	(501,651)
Payments made	284,418	477,579
Carrying amount at end of the year	(96,786)	(24,072)

h. Other Information

PICAC Ltd is an associated entity, a number of committee members hold positions on the Board of Directors of that entity. The Union does not control PICAC Ltd.

CEPUTEC Ltd is an associated entity, a number of committee members hold positions on the Board of Directors of that entity. The Union does not control CEPUTEC Ltd.

18. Donations

	2026 $	2025 $
Political Parties	613,258	219,080
Other	191,360	62,213
	804,618	281,293
Donations < = $1,000	1,074	8,100
Donations > $1,000	803,544	273,193
	804,618	281,293

19. Affiliation Fees

	2026 $	2025 $
Australian Labour Party - Victorian Branch	70,503	67,307
CEPU National Office	58,173	42,217
Victorian Trades Hall Council	93,764	88,728
North East & Border Trades & Labour Council	1,520	1,454
Golburn Valley Trades & Labour Council	375	332
South West Trades & Labour Council	528	513
Geelong & Region Trade Hall Council	1,900	3,306
Geelong Trades Hall Council	4,916	2,190
Ballarat Trades Hall Council	1,597	1,154
Gippsland Trades & Labour Council	1,345	1,024
Bendigo Trades Hall Council	922	884
Community Radio Federation	3,500	3,500
	239,043	212,609
Affiliation Fees > $1,000	232,756	207,248
Affiliation Fees ≤ $1,000	6,287	5,361

20. Commitments

Capital expenditure commitments as at 31 March 2026 are $nil (2025: $nil).

21. Contingent Liability

There was no contingent liability at 31 March 2026 (2025: $nil).

22. Segment Reporting

The Union Provides services to members employed in executing plumbing, gas fitting, pipe fittings and domestic engineering works in the state of Victoria.

23. Other Matters

The Union does not have any formal agreement to provide financial support to another reporting unit to ensure its ability to continue as a going concern, nor did it receive any such financial support from any reporting unit.

The Union has not acquired assets or liabilities as part of a business combination.

There was no unpaid consideration to Employer payroll deductions at the end of the reporting date (2025: $nil).

The affairs of the Branch were not administered by another reporting unit. No payments were made by the reporting unit to former related parties in 2026 (2025: $nil).

No payments were made by the reporting unit to former related parties (2025: $nil). The Union has not undertaken recovery of wages activities nor derived revenue from other such activities during the year (2025: $nil).

24. Union's Details

The principal place of business of the branch is:
52 Victoria Street
CARLTON VIC 3053.

25. Financial Instruments

a. Financial Risk Management

The Union's financial instruments consist of deposits with banks, short-term investments, accounts receivables and payable.

The Union's does not have any derivative instruments at 31 March 2026 (2025: $nil).

The purpose of the financial instruments is to raise finances for the operations of the entity.

i) Treasury Risk Management

The Committee of Management meets on a regular basis to analyse currency and interest rate exposure and to evaluate treasury management strategies in the context of the most recent economic conditions and forecasts.

ii) Financial Risk

The main risks the Union's is exposed to through its financial instruments are liquidity risk, interest rate risk and credit risk.

Foreign Currency
The Union's is not exposed to fluctuations in foreign currency.

Liquidity Risk
The Union's manages liquidity risk by monitoring forecast cash flows and ensuring that adequate unutilised borrowing facilities are maintained.

Credit Risk
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, net of provisions for impairment of those assets as disclosed in the statement of financial position and notes to the financial statements.

25. Financial Instruments (cont'd)

iii) Interest Rate Risk

The Union's exposure to interest rate risks and the effective interest rates of financial assets and liabilities both recognised and unrecognised are as follows:

Financial Instruments	Floating Interest Rate		Fixed Interest Rate maturing in: less than 1 year		Fixed Interest Rate maturing in: 1 year or more		Non Interest Bearing		Total Carrying Amount as per Statement of Financial Position		Weighted Average Effecting Interest Rate	
	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025
Financial Assets	$	$	$	$	$	$	$	$	$	$	%	%
Cash and Cash Equivalents	6,821,773	2,903,191	4,000,000	7,073,423	-	-	1,000	2,500	10,822,773	9,979,114	3.9	4.2
Receivables	-	-	-	42,318	-	-	4,188,317	6,904,238	4,188,317	6,946,556		
Other Financial Assets	-	-	-	-	-	-	-	-	-	-		
Total	6,821,773	2,903,191	4,000,000	7,115,741	-	-	4,189,317	6,906,738	15,011,090	16,925,670		
Financial Liabilities												
Interest Bearing Debt	-	-	-	-	-	-	-	-	-	-		
Payables	-	-	-	-	-	-	3,426,166	2,766,269	3,426,166	2,766,269		
Non Interest Bearing Liabilities	-	-	-	-	-	-	2,620,632	648,917	2,620,632	648,917		
Total		-		-	-	-	6,046,798	3,415,186	6,046,798	3,415,186		
Net Financial Assets/(Liabilities)	6,821,773	2,903,191	4,000,000	7,115,741	-	-	(1,857,481)	3,491,552	8,964,292	13,510,484		

25. Financial Instruments

b. Net Fair Values

The net fair value of investments in commercial bills/securities at 31 March 2026 is estimated at $nil (carrying amount $nil). The net fair value of the Union's other financial assets and financial liabilities are not significantly different from the class of assets and liabilities as disclosed above and recognised in the statement of financial position as at 31 March 2026.

c. Sensitivity Analysis

Interest rate risk
The Union has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on the current year results and equity which could result from a change in this risk.

Interest rate sensitivity analysis
At 31 March 2026, the effect on profit and equity as a result of changes in the interest, with all other variable remaining constant, would be as follows:

	2026 $	2025 $
Change in profit		
Increase in interest rate by 2%	216,435	199,532
Decrease in interest rate by 2%	(216,435)	(199,532)
Change in equity		
Increase in interest rate by 2%	216,435	199,532
Decrease in interest rate by 2%	(216,435)	(199,532)

26. Fair Value Measurement

The Union measures and recognises the following assets and liabilities at fair value on a recurring basis after initial recognition:

- financial assets at fair value through profit or loss;
- available-for-sale financial assets; and
- freehold land and buildings.

The Union does not subsequently measure any assets or liabilities at fair value on a non-recurring basis.

a. Fair Value Hierarchy

AASB 13: Fair Value Measurement requires the disclosure of fair value information by level of the fair value hierarchy, which categorises fair value measurements into one of three possible levels based on the lowest level that an input that is significant to the measurement can be categorised into as follows:

Level 1	Level 2	Level 3
Measurements based on quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date.	Measurements based on inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly.	Measurements based on unobservable inputs for the asset or liability.

26. Fair Value Measurement (Cont'd)

a. Fair Value Hierarchy (Cont'd)

The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market data. If all significant inputs required to measure fair value are observable, the asset or liability is included in Level 2. If one or more significant inputs are not based on observable market data, the asset or liability is included in Level 3.

Valuation Techniques

The Union selects a valuation technique that is appropriate in the circumstances and for which sufficient data is available to measure fair value. The availability of sufficient and relevant data primarily depends on the specific characteristics of the asset or liability being measured. The valuation techniques selected are consistent with one or more of the following valuation approaches:-

- Market approach: valuation techniques that use prices and other relevant information generated by market transactions for identical or similar assets or liabilities.
- Income approach: valuation techniques that convert estimated future cash flows or income and expenses into a single discounted present value.
- Cost approach: valuation techniques that reflect the current replacement cost of an asset at its current service capacity.

Each valuation technique requires inputs that reflect the assumptions that buyers and sellers would use when pricing the asset or liability, including assumptions about risks. When selecting a valuation technique, the Union gives priority to those techniques that maximise the use of observable inputs and minimise the use of unobservable inputs. Inputs that are developed using market data (such as publicly available information on actual transactions) and reflect the assumptions that buyers and sellers would generally use when pricing the asset or liability are considered observable, whereas inputs for which market data is not available and therefore are developed using the best information available about such assumptions are considered unobservable.

The following tables provide the fair values of the Union's assets and liabilities measured and recognised on a recurring basis after initial recognition and their categorisation with the fair value hierarchy.

		31 March 2026			
	Note	Level 1	Level 2	Level 3	Total
		$	$	$	$
Recurring fair value measurements					
Financial assets					
Financial assets at fair value through profit or loss:		-	-	-	-
Available-for-sale financial assets:		-	-	-	-
Total financial assets recognised at fair value		-	-	-	-
Non-financial assets					
Freehold land & buildings		-	13,329,634	-	13,329,634
Total non-financial assets recognised at fair value		-	13,329,634	-	13,329,634

26. Fair Value Measurement (Cont'd)

a. Fair Value Hierarchy (Cont'd)

	Note	31 March 2025 Level 1 $	Level 2 $	Level 3 $	Total $
Recurring fair value measurements					
Financial assets					
Financial assets at fair value through profit or loss:		-	-	-	-
Available-for-sale financial assets:		-	-	-	-
Total financial assets recognised at fair value		-	-	-	-
Non-financial assets					
Freehold land & buildings		-	7,138,364	-	7,138,364
Total non-financial assets recognised at fair value		-	7,138,364	-	7,138,364

b. Valuation Techniques and Inputs Used to Measure Level 2 Fair Values

Description	Fair Value at 31 March 2026 $	Fair Value at 31 March 2025 $	Valuation Technique(s)	Inputs Used
Non-financial assets				
Financial assets at fair value through profit or loss:	13,329,634	7,138,364	Market approach using recent observable market data or income approach using discounted cash flows	Price per square metre, market borrowing rate
Available-for-sale financial assets:	-	-	Market approach using recent observable market data or discounted cashflows	Price per share, market borrowing rate
	13,329,634	7,138,364	-	-

c. Disclosed Fair Value Measurements

The following assets and liabilities are not measured at fair value in the statement of financial position, but their fair values approximate book value as disclosed in the notes:-

- accounts receivable and other debtors;
- accounts payable and other payables; and
- hire purchase liabilities.

The following table provides the level of the fair value hierarchy within which the disclosed fair value measurements are categorised in their entirety and a description of the valuation techniques(s) and inputs used:

26. Fair Value Measurement (Cont'd)

c. Disclosed Fair Value Measurements (cont'd)

Description	Fair Value at Hierarchy Level	Valuation Technique(s)	Inputs Used
Assets			
Accounts receivable and other debtors	3	Income approach using discounted cash flow methodology	Market interest rates for similar assets

Description	Fair Value at Hierarchy Level	Valuation Technique(s)	Inputs Used
Liabilities			
Accounts payable and other payables	3	Income approach using discounted cash flow methodology	Market interest rates for similar assets
Hire purchase liabilities	2	Income approach using discounted cash flow methodology	Current commercial borrowing rates for similar instruments

27. Events Subsequent to Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Union, the results of those operations, or the state of affairs of the Union in future financial years.

28. Fund Analysis

For the financial year ended 31 March 2026, there was no applicable fund or account operated in respect of compulsory levies, voluntary contributions or required by the rules of the Branch and there was no transfer and/or withdrawal from a fund, account, asset or controlled entity which is kept for a specific purpose unless otherwise described in the Statement of Changes and Equity.

There was no balance held within a general fund, nor any compulsory or voluntary contributions and funds invested in specific assets, except as disclosed in the Statement of Changes and Equity.

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COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA
PLUMBING DIVISION - VICTORIA BRANCH

INDEPENDENT AUDIT REPORT

To the Members of Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Plumbing Division – Victorian Branch

Report on the Audit of the Financial Report

Auditor's Opinion

We have audited the accompanying general purpose financial report of the Branch, which comprises the statement of financial position as at 31 March, 2026, and the statement of comprehensive income, statement of cash flows, statement of changes in equity for the year then ended, a summary of significant accounting policies, other explanatory notes, the Committee of Management Statement, the subsection 255(2A) and the Officer Declaration Statement.

In our opinion under the Fair Work (Registered Organisations) Act 2009 (RO Act), the general purpose financial report is presented fairly in accordance with any of the following that apply in relation to the reporting unit:

a) Australian Accounting Standards, and Australian Accounting Interpretations; and

b) Any other requirements imposed by these Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

In our opinion, there were kept by the organisation satisfactory accounting records detailing the source and nature of all income and the nature of all expenditure.

As part of our audit of the organisation for the year ended 31 March 2026, we are of the opinion that the Committee of Management's use of the going concern basis of accounting in the preparation of its financial statements is appropriate.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibility 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 Branch in accordance with the independence requirements of Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other responsibilities in accordance with the Code.

We confirm that the independence declaration, which has been given to the Committee of Management, would be in the same terms if given to the Committee as at the time of this auditor's report.

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

INDEPENDENT AUDIT REPORT
(Cont'd)

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 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.

Committee of Management Responsibility for the Financial Report

The Branch Committee of Management are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the RO Act. This responsibility includes establishing and maintaining internal controls relevant to the preparation and true and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making estimates that are responsible in the circumstances.

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

Those charged with governance are responsible for overseeing the Branch's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether dur 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 auditing 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 Branch'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.

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INDEPENDENT AUDIT REPORT
(Cont'd)

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

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

We also provide the Committee of Management with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/Home.aspx.

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

Stannards Accountants and Advisors



James Dickson
Registered Company Auditor (389435)
Holder of Current Public Practice Certificate
Approved Auditor (FWC Act and Regulations – AA2021/18)

Dated: 30th June 2026