



1 July 2015

Mr Terence Burke  
Secretary  
Independent Education Union of Australia-Queensland and Northern Territory Branch  
346 Turbot Street  
Spring Hill QLD 4004

via email: [tburke@qieu.asn.au](mailto:tburke@qieu.asn.au)

Dear Mr Burke,

**Independent Education Union of Australia-Queensland and Northern Territory Branch  
Financial Report for the year ended 31 December 2014 - [FR2014/426]**

I acknowledge receipt of the financial report of the Independent Education Union of Australia-Queensland and Northern Territory Branch. The documents were lodged with the Fair Work Commission on 28 May 2015.

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

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

Please note that the financial report for the year ending 31 December 2015 may be subject to an advanced compliance review.

**Reporting Requirements**

On the FWC website a number of factsheets in relation to the financial reporting process and associated timelines are available. The most recent copy of the Reporting Guidelines and a model set of financial statements can also be found. The FWC recommends reporting units use this model as it will assist in ensuring compliance with the *Fair Work (Registered Organisations) Act 2009*, the s.253 Reporting Guidelines and the Australian Accounting Standards. Access to this information may be obtained via [this link](#).

Should you wish to discuss this letter, or if you require further information on the financial reporting requirements of the RO Act, I may be contacted on (03) 8661 7796 or by email at [sam.gallichio@fwc.gov.au](mailto:sam.gallichio@fwc.gov.au).

Yours sincerely

Sam Gallichio  
Adviser  
Regulatory Compliance Branch

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**Independent  
Education  
Union**

**Queensland and Northern Territory Branch**

ABN 74 662 601 045

Offices in Bundaberg, Darwin, Sunshine Coast, Toowoomba and Townsville

**Registered office**  
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SPRING HILL QLD 4000

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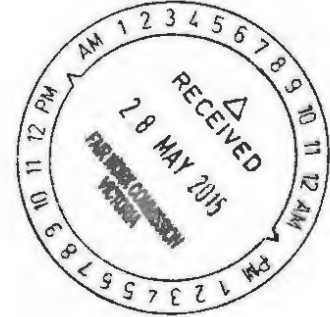
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3/3/8b; 8/14/7; 3/3/4; 1/7/2

Tuesday, 26 May 2015

The Manager  
Organisations, Research and Advice Branch  
Fair Work Commission  
GPO Box 1994  
MELBOURNE VIC 3001



Dear Sir/Madam

**Re: IEUA-QNT Financial Report to Members 2014**

In accordance with the *Fair Work (Registered Organisations) Act 2009*, please find attached the Independent Education Union – Queensland and Northern Territory Branch (IEUA-QNT) Financial Report to Members for the year ending 31 December 2014.

Also attached is the signed Certificate by Prescribed Designated Officer for the relevant period.

Please do not hesitate to contact me if you require any further information in relation to the audited financial accounts.

Yours sincerely

**TERRY BURKE  
SECRETARY**

Att.

**Certificate by Prescribed Designated Officer**  
**for the period ended 31 December 2014**

I, Terence Burke, being the Branch Secretary of the Independent Education Union of Australia – Queensland and Northern Territory Branch certify:

- that the documents lodged herewith are copies of the full report for the Independent Education Union of Australia – Queensland and Northern Territory Branch for the period ended 31 December 2014 referred to in s.268 of the Fair Work (Registered Organisation) Act 2009; and
- that the full report was provided to members of the reporting unit on 9 April 2015; and
- that the full report was presented to a meeting of the Committee of Management of the reporting unit on 24 May 2015 in accordance with s.266 of the Fair Work (Registered Organisations) Act 2009.



Terence Burke, Branch Secretary.

26 May 2015

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**FINANCIAL REPORT TO MEMBERS  
FOR THE YEAR ENDING 31 DECEMBER 2014**

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

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**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**OPERATING REPORT**

The Branch Executive (committee of management) of the Independent Education Union of Australia – Queensland and Northern Territory Branch presents its report for the period ended 31 December 2014.

**Review of Principal Activities and Results**

The principal activity of the Branch during the year was that of a branch of a registered union of employees. Those activities included, but were not limited to:

- Recruitment and retention of members;
- Provision of support and advice to members;
- Provision of support for overseas activities such as ongoing support for the Council of Pacific Education and the Shanghai Union Relationship;
- Provision of support for the federal union agenda in education, equity and industrial issues.

The Branch's principal activities resulted in:

- Maintenance and improvement of wages and conditions of employment for our members, especially those covered by collective bargaining agreements negotiated by our union;
- Growth of our solid membership base in Queensland and the Northern Territory, demonstrating member satisfaction of the support and advice currently provided to them; and
- Enhancement of our developing relationship with overseas organisations.

There were no significant changes to the nature of the Branch's activities during the year.

**Significant Changes in Financial Affairs**

There were no significant changes in the financial affairs of the Branch.

**Right of Members to Resign**

In accordance with Rule 21 of the Independent Education Union of Australia, a member may resign from membership by written notice addressed and delivered to the Branch Secretary.

**Officers and Employees who are Superannuation Fund Trustees or are Directors of a Company that is a Superannuation Fund Trustee are:**

Terry Burke	Branch Secretary	Director of QIEC Pty Ltd, the Corporate Trustee of QIEC Super
John Spriggs	Senior Industrial Officer	Director of QIEC Pty Ltd, the Corporate Trustee of QIEC Super
Greg McGhie	Organiser	Director of QIEC Pty Ltd, the Corporate Trustee of QIEC Super
Chris Seymour	Organiser	Alternate Director of QIEC Pty Ltd, the Corporate Trustee of QIEC Super

**Number of Members**

The number of members recorded at the end of the financial year was 16,884.

## Number of Employees

The number of employees (on a full time equivalent basis) at the end of the financial year was nil.

## Names of Committee of Management Members and the Periods Held During the Financial Year

### Queensland Division:

The following persons held positions on the Committee of Management during the reporting period:

Andrew Elphinstone	President	Full year
Terry Burke	Branch Secretary	Full year
Paul Giles	Assistant Branch Secretary/Treasurer	Full year
Roslyn McLennan	Assistant Branch Secretary	1/1/14 – 11/4/14
Bradley Hayes	Assistant Branch Secretary	11/4/14 – 31/12/14
Aleisha Connellan	Senior Vice-President (Queensland Division)	Full year
Des McGovern	Junior Vice-President	Full year
Bryce Goldberg	Branch Executive Member	Full year
Denis Kettle	Branch Executive Member	Full year
Robert Amedee	Branch Executive Member	Full year
Jane Blackburn	Branch Executive Member	1/1/14 – 24/2/14
Peter Butler-Wood	Branch Executive Member	Full year
Lynette Byrnes	Branch Executive Member	Full year
Christopher Chapman	Branch Executive Member	Full year
Pamela Chetwyn	Branch Executive Member	1/1/14 – 23/1/14
Beverley Day	Branch Executive Member	Full year
David Frazer	Branch Executive Member	Full year
Colin Grant	Branch Executive Member	Full year
Lorraine Hellmrich	Branch Executive Member	1/1/14 – 9/5/14
John Kennedy	Branch Executive Member	Full year
Rosemary Lacey	Branch Executive Member	1/1/14 – 31/10/14
Kerry Laws	Branch Executive Member	Full year
Lea Martin	Branch Executive Member	Full year
Mary Osterio	Branch Executive Member	Full year
Andrew Stein	Branch Executive Member	Full year
Andrew Street	Branch Executive Member	Full year
Bruce Kent	Branch Executive Member	3/6/14 – 1/7/14
Janine Colwell	Branch Executive Member	3/6/14 – 31/12/14
Jodie Dern	Branch Executive Member	3/6/14 – 31/12/14
Ian Hughes	Branch Executive Member	3/6/14 – 31/12/14
Rebecca Sisson	Branch Executive Member	1/7/14 – 31/12/14
Jessica Prouten	Branch Executive Member	4/7/14 – 31/12/14
Jennifer Finlay	Branch Executive Member	31/10/14 – 31/12/14
Victoria McTaggart	Branch Executive Member	31/10/14 – 31/12/14

### Northern Territory Division:

The following persons held positions on the Committee of Management during the reporting period:

Erica Schultz	Senior Vice-President (NT Division)	Full year
Louise Lenzo	Branch Executive Member	Full year
Sam Typuszak	Branch Executive Member	Full year
Alana Emerick	Branch Executive Member	3/6/14 – 31/12/14

**Officers and Employees who are Directors of a Company or Members of a Board are:**

Name: Rosemary Lacey  
Union Position: Branch Executive Member  
Directorship: Geoff Lacey Consulting Pty Ltd  
Principal Activities: Family consultancy company  
The officer does not hold the position because they are an officer or employee of the reporting unit or were nominated for the position by the reporting unit or by a peak council.

Name: Terence Burke  
Union Position: Branch Secretary  
Directorship: The Private Capital Group Pty Ltd  
Principal Activities: Infrastructure investment  
The officer does not hold the position because they are an officer or employee of the reporting unit or were nominated for the position by the reporting unit or by a peak council.

Directorship: TIF International 1 Pty Ltd  
Principal Activities: Infrastructure investment  
The officer does not hold the position because they are an officer or employee of the reporting unit or were nominated for the position by the reporting unit or by a peak council.

Directorship: Teachers Union Health Fund Ltd  
Principal Activities: Health insurance  
The officer does not hold the position because they are an officer or employee of the reporting unit or were nominated for the position by the reporting unit or by a peak council.

Date: 15 March 2015

Signature of designated officer:



Name of designated officer: Terry Burke – Branch Secretary



**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**COMMITTEE OF MANAGEMENT STATEMENT**

On 15 March 2015, the Committee of Management (Branch Executive) of the Independent Education Union of Australia – Queensland and Northern Territory Branch passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 31 December 2014.

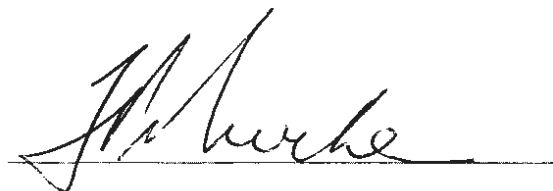
The IEUA-QNT Branch Executive declares that in its opinion:

- (a) the financial statements and notes comply with Australian Accounting Standards;
- (b) the financial statements and notes comply with the reporting guidelines of the General Manager of the Fair Work Commission;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
  - (i) meetings of the committee of management were held in accordance with the rules of the organisation and the rules of the Branch; and
  - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation and the rules of the Branch; and
  - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the RO Act ; and
  - (iv) the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
  - (v) where information has been sought in any request by a member of the reporting unit or General Manager duly made under section 272 of the RO Act, that information has been provided to the member or General Manager; and
  - (vi) where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.
- (f) no revenue has been derived from undertaking recovery of wages activity during the reporting period.

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

Date: 15 March 2015

Signature of prescribed designated officer:

A handwritten signature in black ink, appearing to read 'Terry Burke', is written over a horizontal line.

Name of prescribed designated officer: Terry Burke – Branch Secretary

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**FINANCIAL STATEMENTS – 31 DECEMBER 2014**

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**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2014**

	Note	2014	2013
<b>REVENUE</b>		<b>\$</b>	<b>\$</b>
Membership Subscriptions		346,223	329,569
Affiliation Fees	2A	400,350	400,350
Levies	2C	-	-
Interest	2D	26,935	31,460
Grants and/or Donations	2E	<u>-</u>	<u>-</u>
<b>Total Revenue</b>		<u>773,508</u>	<u>761,379</u>
<b>EXPENSES</b>			
Employee Expenses	3A	118,056	112,876
Capitation Fees	3B	250,364	250,363
Affiliation Fees	3C	61,154	58,314
Administration Expenses	3D	162,268	159,262
Grants or Donations	3E	6,000	6,000
Depreciation and Amortisation	3F	449	518
Legal Costs	3G	6,000	10,251
Audit Fees	10	5,000	4,300
Other Expenses	3H	<u>69,548</u>	<u>32,409</u>
<b>Total Expenses</b>		<u>678,839</u>	<u>634,293</u>
<b>Surplus for the Year</b>		<u>94,669</u>	<u>127,086</u>
<b>Total Comprehensive Income for the Year</b>		<u>94,669</u>	<u>127,086</u>

The above statement should be read in conjunction with the notes

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**STATEMENT OF FINANCIAL POSITION  
AS AT 31 DECEMBER 2014**

	Note	2,014	2,013
		\$	\$
<b>CURRENT ASSETS</b>			
Cash and Equivalents	4A	1,063,366	996,598
Trade & Other Receivables	4B	11,844	29,363
Other Current Assets	4C	<u>2,422</u>	<u>240</u>
		1,077,632	1,026,201
<b>NON-CURRENT ASSETS</b>			
Office Furniture & Equipment	5	<u>1,799</u>	<u>2,248</u>
<b>TOTAL ASSETS</b>		<u>1,079,431</u>	<u>1,028,449</u>
<b>CURRENT LIABILITIES</b>			
Trade Payables	6A	7,187	39,298
Other Payables	6B	<u>29,840</u>	<u>41,416</u>
<b>TOTAL LIABILITIES</b>		<u>37,027</u>	<u>80,714</u>
<b>NET ASSETS</b>		<u>1,042,404</u>	<u>947,735</u>
Represented By:			
<b>EQUITY - MEMBERS' FUNDS</b>			
Retained Earnings		<u>1,042,404</u>	<u>947,735</u>
		<u>1,042,404</u>	<u>947,735</u>

The above statement should be read in conjunction with the notes

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2014**

	<b>Retained Earnings</b>	<b>Total Equity</b>
<b>Balance as at 1 January 2013</b>	820,649	820,649
Surplus for Year	<u>127,086</u>	<u>127,086</u>
<b>Closing Balance as at 31 December 2013</b>	947,735	947,735
Surplus for Year	<u>94,669</u>	<u>94,669</u>
<b>Closing Balance as at 31 December 2014</b>	<u>1,042,404</u>	<u>1,042,404</u>

No fund or account was operated during the financial year in respect of compulsory levies or voluntary contributions collected from members.

The above statement should be read in conjunction with the notes

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

	Note	2014 \$	2013 \$
<b>OPERATING ACTIVITIES</b>			
<b>Cash Received</b>			
Receipts from Other Reporting Units/Related Parties	8B	400,350	400,350
Interest		26,935	31,460
Membership		334,841	347,738
		<u>762,126</u>	<u>779,548</u>
<b>Cash Used</b>			
Suppliers		75,992	50,748
Payment to Other Reporting Units/Related Parties	8B	619,366	561,655
<b>Net Cash from (used by) Operating Activities</b>	8A	<u>66,768</u>	<u>167,145</u>
<b>INVESTING ACTIVITIES</b>			
<b>Cash Received</b>			
		-	-
<b>Cash Used</b>			
Purchase of Plant and Equipment		-	(340)
<b>Net Cash from (used by) Investing Activities</b>		<u>-</u>	<u>(340)</u>
<b>FINANCING ACTIVITIES</b>			
<b>Cash Received</b>			
		-	-
<b>Cash Used</b>			
		-	-
<b>Net Cash from (used by) Financing Activities</b>		<u>-</u>	<u>-</u>
<b>Net Increase (Decrease) in Cash held</b>		<u>66,768</u>	<u>166,805</u>
Cash & Cash equivalents at the beginning of the reporting period		<u>996,598</u>	<u>829,793</u>
<b>Cash &amp; Cash Equivalents at the end of the reporting period</b>	4A	<u>1,063,366</u>	<u>996,598</u>

The above should be read in conjunction with the accompanying notes

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**RECOVERY OF WAGES ACTIVITY  
FOR THE YEAR ENDED 31 DECEMBER 2014**

	2014 \$	2013 \$
Cash Assets in respect of recovered money at beginning of year	-	-
Receipts	-	-
Payments	<u>-</u>	<u>-</u>
Cash Assets in respect of recovered money at end of year	<u>-</u>	<u>-</u>

The above statement should be read in conjunction with the notes

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**1.1 Basis of Preparation of the Financial Statements**

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the Fair Work (Registered Organisation) Act 2009. For the purpose of preparing the general purpose financial statements, the Independent Education Union of Australia Queensland and Northern Territory Branch is a not for profit entity.

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

**1.2 Comparative Amounts**

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

**1.3 Accounting Judgements and Estimates**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

**(a) Critical Accounting Estimates and Assumptions**

The Branch makes estimates and assumptions concerning the future. The resulting accounting estimates by definition seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

**(b) Critical Judgements in applying the Branch's Accounting Principles**

There are no critical judgements that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

**1.4 New Australian Accounting Standards**

**Adoption of New Australian Accounting Standard Requirements**

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

The accounting policies adopted are consistent with those of the previous financial year.



**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**1.4 New Australian Accounting Standards (cont'd)**

**Accounting Standards Issued But Not Yet Effective**

There have been no accounting standards issued which will have a financial impact on the financial report in future periods and which are not yet effective.

**1.5 Revenue**

Revenue is measured at the fair value of the consideration received or receivable.

Revenue from subscriptions is accounted for on an accrual basis and is recorded as revenue in the year to which it relates.

Donation income is recognised when it is received.

Interest revenue is recognised as received.

**1.6 Affiliations, Capitation Fees and Levies**

Affiliations, Capitation Fees and Levies are recognised on an accrual basis and recorded as a revenue and/or expense in the year to which they relate.

**1.7 Employee Benefits**

As outlined in Note 9 the Queensland Independent Education Union provides staff and administrative services to the Independent Education Union of Australia - Queensland and Northern Territory Branch. These costs are reimbursed by the Branch as incurred. The liability for benefits accruing to employees is taken up in the accounts of the Queensland Independent Education Union.

**1.8 Cash**

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand, deposits held at call with bank, other short-term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

**1.9 Contingent Liabilities and Contingent Assets**

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

**1.10 Office Furniture and Equipment**

**Asset Recognition Threshold**

Purchases of office furniture and equipment are recognised initially at cost in the Statement of Financial Position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**Depreciation**

Depreciable office furniture and equipment are written off to their estimated residual values over their estimated useful life. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

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

	<b>2014</b>	<b>2013</b>
Office Furniture and Equipment	5 to 10 years	5 to 10 year:

**Derecognition**

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

**1.11 Impairment for Non-Financial Assets**

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

The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Branch were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

**1.12 Taxation**

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

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

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

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

<b>NOTE 2 INCOME</b>	<b>2014</b>	<b>2013</b>
	<b>\$</b>	<b>\$</b>
<b>Note 2A: Affiliation Fees</b>		
Queensland Independent Education Union	<u>400,350</u>	<u>400,350</u>
<b>Note 2B: Capitation Fees</b>	-	-
<b>Note 2C: Levies</b>	<u>-</u>	<u>-</u>
<b>Note 2D: Interest</b>		
Deposits	<u>26,935</u>	<u>31,460</u>
<b>Total Interest</b>	<u>26,935</u>	<u>31,460</u>
<b>Note 2E: Grants or Donations</b>	<u>-</u>	<u>-</u>
<b>NOTE 3 EXPENSES</b>		
<b>Note 3A: Employee Expenses</b>		
<b>Holders of Office</b>	<u>-</u>	<u>-</u>
<b>Employees other than Office Holders:</b>		
Wages and Salaries	96,408	90,448
Superannuation	11,482	13,384
Leave and Other Entitlements	-	-
Separation and Redundancies	-	-
Other Employee Expenses	<u>10,166</u>	<u>9,044</u>
<b>Subtotal Employee Expenses other than Office Holders</b>	<u>118,056</u>	<u>112,876</u>
<b>Total Employee Expenses</b>	<u>118,056</u>	<u>112,876</u>
<p>Employee expenses relate to the cost of staff provided by the Queensland Independent Education Union (QIEU). These costs are reimbursed by the Branch as they are incurred. The liability for benefits accruing to employees is taken up in the accounts of the QIEU. Refer Note 1.7 and 9.</p>		
<b>Note 3B: Capitation Fees</b>		
Independent Education Union of Australia	<u>250,364</u>	<u>250,363</u>
<b>Note 3C: Affiliation Fees</b>		
Independent Education Union of Australia - ACTU Affiliation	57,878	55,522
Union Shopper	247	677
NT Trades & Labour Council	<u>3,029</u>	<u>2,115</u>
	<u>61,154</u>	<u>58,314</u>

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

	<b>2014</b>	<b>2013</b>
<b>Note 3D: Administration Expenses</b>	<b>\$</b>	<b>\$</b>
Consideration to Employers for Payroll Deductions	-	-
Compulsory Levies:		
Independent Education Union of Australia - IR Levy	32,400	32,400
Travel & Allowances - Meeting and Conferences	68,844	76,331
Conference and Meeting Expenses	9,174	12,578
Property Expenses	6,545	4,364
Office Expenses	18,644	10,604
Information Communications Technology	13,477	10,952
Other	13,184	12,033
<b>Total Administration Expenses</b>	<u>162,268</u>	<u>159,262</u>
<b>Note 3E: Grants or Donations</b>		
Grants - Council of Pacific Education	6,000	6,000
Donations	-	-
	<u>6,000</u>	<u>6,000</u>
<b>Note 3F: Depreciation and Amortisation</b>		
Depreciation		
Office Furniture and Equipment	449	518
<b>Total Depreciation</b>	<u>449</u>	<u>518</u>
<b>Note 3G: Legal Costs</b>		
Litigation	-	-
Other Legal Matters	6,000	10,251
<b>Total Legal Costs</b>	<u>6,000</u>	<u>10,251</u>
<b>Note 3H: Other Expenses</b>		
Penalties - via RO Act or RO Regulations	-	-
Branch Expenditure	5,051	4,255
Industrial Campaign Expenditure:		
- Independent Education Union of Australia		
Equal Remuneration Campaign	16,729	-
- Other	20,000	5,566
Shanghai Relationship	7,793	9,705
Building Union Strength	19,975	12,883
<b>Total Other Expenses</b>	<u>69,548</u>	<u>32,409</u>

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

<b>NOTE 4 CURRENT ASSETS</b>	<b>2014</b>	<b>2013</b>
	<b>\$</b>	<b>\$</b>
<b>Note 4A: Cash and Cash Equivalents</b>		
Cash at Bank	256,308	296,598
Cash on Hand	-	-
Short Term Deposits	807,058	700,000
Other	-	-
<b>Total Cash and Cash Equivalents</b>	<u>1,063,366</u>	<u>996,598</u>
<b>Note 4B: Trade and Other Receivables</b>		
<b>Receivables from Other Reporting Units</b>	-	-
<b>Less Provision for Doubtful Debts</b>	-	-
<b>Receivable from Other Reporting Units (net)</b>	<u>-</u>	<u>-</u>
<b>Other Receivables</b>		
Membership Subscriptions	1,122	-
Other Trade Receivables - Queensland Independent Education Union	10,722	29,363
<b>Total Other Receivables</b>	<u>11,844</u>	<u>29,363</u>
<b>Total Trade and Other Receivables (Net)</b>	<u>11,844</u>	<u>29,363</u>
<b>Note 4C: Other Current Assets</b>		
Prepayments	2,422	240
<b>Total Other Current Assets</b>	<u>2,422</u>	<u>240</u>
<b>NOTE 5 NON-CURRENT ASSETS</b>		
<b>Office Furniture and Equipment</b>		
At Cost	4,975	4,975
Accumulated Depreciation	3,176	2,727
<b>Total Plant and Equipment</b>	<u>1,799</u>	<u>2,248</u>
<b>Reconciliation of the Opening and Closing Balances of Office Furniture and Equipment</b>		
<b>As at 1 January</b>		
Gross Book Value	4,975	4,635
Accumulated Depreciation and Impairment	2,727	2,209
<b>Net Book Value 1 January</b>	<u>2,248</u>	<u>2,426</u>

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**Reconciliation of the Opening and Closing Balances of Office Furniture and Equipment (Cont'd)**

	<b>2014</b>	<b>2013</b>
	<b>\$</b>	<b>\$</b>
Additions:		
By Purchase	-	340
Depreciation Expense	(449)	(518)
<b>Net Book Value 31 December</b>	<u>1,799</u>	<u>2,248</u>
<b>Net Book Value as of 31 December represented by:</b>		
Gross Book Value	4,975	4,975
Accumulated Depreciation and Impairment	3,176	2,727
<b>Net Book Value 31 December</b>	<u>1,799</u>	<u>2,248</u>

**NOTE 6 CURRENT LIABILITIES**

**Note 6A: Trade Payables**

Trade Creditors and Accruals	<u>6,134</u>	<u>6,898</u>
	6,134	6,898
<b>Payables to Other Reporting Units</b>		
NSW/ACT Independent Education Union	1,053	-
Independent Education Union of Australia	-	32,400
<b>Total Trade Payables</b>	<u>7,187</u>	<u>39,298</u>

Settlement is usually made within 30 days

**Note 6B: Other Payables**

Consideration to Employers for Payroll Deductions	-	-
Legal Costs	-	-
Subscription in Advance	9,534	19,794
GST Payable	2,820	13,128
Other - Queensland Independent Education Union	17,486	8,494
<b>Total Other Payables</b>	<u>29,840</u>	<u>41,416</u>

Total Other Payables are expected to be settled in:

No more than 12 months	29,840	41,416
More than 12 months	-	-
<b>Total Other Payables</b>	<u>29,840</u>	<u>41,416</u>

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

	Note	2014 \$	2013 \$
<b>NOTE 7 EMPLOYEE PROVISIONS</b>			
Office Holders	1.7	-	-
Other Employees	1.7	-	-
		<u>-</u>	<u>-</u>
		<u>-</u>	<u>-</u>
 <b>NOTE 8 CASH FLOW</b>			
<b>Note 8A: Cash Flow Reconciliation</b>			
<b>Reconciliation of Cash and Cash Equivalents as per Balance Sheet to Cash Flow Statement:</b>			
<b>Cash and Cash Equivalents as per:</b>			
Cash Flow Statement		1,063,366	996,598
Balance Sheet		<u>1,063,366</u>	<u>996,598</u>
<b>Difference</b>		<u>-</u>	<u>-</u>
 <b>Reconciliation of Surplus for Year to Net Cash from Operating Activities:</b>			
Surplus/(Deficit) for the Year		94,669	127,086
 <b>Adjustments for Non-Cash Items</b>			
Depreciation/Amortisation		449	518
 <b>Changes in Assets/Liabilities</b>			
(Increase)/Decrease in Net Receivables		17,519	18,169
(Increase)/Decrease in Prepayments		(2,182)	200
Increase/(Decrease) in Supplier Payables		(32,111)	12,901
Increase/(Decrease) in Other Payables		(11,576)	8,271
<b>Net Cash from (used by) Operating Activities</b>		<u>66,768</u>	<u>167,145</u>
 <b>Note 8B: Cash Flow Information</b>			
<b>Cash Inflows</b>			
Queensland Independent Education Union		<u>400,350</u>	<u>400,350</u>
<b>Total Cash Inflows</b>		<u>400,350</u>	<u>400,350</u>
 <b>Cash Outflows</b>			
Queensland Independent Education Union		229,595	255,770
Independent Education Union of Australia		<u>389,771</u>	<u>305,885</u>
<b>Total Cash Outflows</b>		<u>619,366</u>	<u>561,655</u>

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**NOTE 9 RELATED PARTY DISCLOSURES**

Under the Rules of the Independent Education Union of Australia, QIEU is an Associated Body. Rule 7(e) provides for the payment of an approved amount by an Associated Body to the union or branch of the union designated by the Federal Council or Federal Executive. This is calculated by reference to the total number of members of the Associated Body who have applied for membership of the union in the Branch designated by the Federal Council or Federal Executive.

The Queensland Independent Education Union (QIEU) also provided staff and administrative services to the Independent Education Union - Queensland & Northern Territory Branch during the period. A collaborative relationship exists between QIEU and IEUA and it is noted and endorsed at Branch executive that QIEU provides staffing and other support to members of the Queensland and Northern Territory Division at an appropriate and agreed cost to the IEUA - QNT.

The councillors and the executive of the Queensland Independent Education Union are all members of the Independent Education Union - Queensland and Northern Territory Branch, Branch Executive and Management Committee respectively.

**Note 9A: Related Party Transactions for the Reporting Period**

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

	<b>2014</b>	<b>2013</b>
	<b>\$</b>	<b>\$</b>
<b>Queensland Independent Education Union Revenue</b>		
Affiliation Fees	400,350	400,350
<b>Expenses</b>		
Salaries - Other Employees	96,408	90,448
Superannuation - Other Employees	11,482	13,884
<b>Amounts Owed By</b>		
Other Trade Receivables	10,722	29,363
<b>Amounts Owed To</b>		
Other Payables	17,486	8,494
<b>Independent Education Union of Australia expenses</b>		
Affiliation - ACTU	57,878	55,522
Capitation Fee	250,364	250,363
IR Levy	32,400	32,400



**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**Terms and Conditions of Transactions with Related Parties**

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 31 December 2014, the Branch has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2013: \$Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.

	<b>2014</b>	<b>2013</b>
<b>NOTE 10 REMUNERATION OF AUDITORS</b>	<b>\$</b>	<b>\$</b>
<b>Value of the Services Provided</b>		
Financial Statement Audit Services	5,000	4,300
Other Services	-	-
<b>Total Remuneration of Auditors</b>	<b>5,000</b>	<b>4,300</b>

**NOTE 11 FINANCIAL RISK MANAGEMENT**

**(a) General Objectives, Policies and Processes**

The Branch is exposed to risks that arise from its use of financial instruments. This note describes the Branch's objectives, policies and processes for managing those risks and the methods used to measure

There have been no substantive changes in the Branch's exposure to financial instrument risk, its objectives, policies and processes for managing those risks or the methods used to measure them from previous periods unless otherwise stated in this note.

The Branch's financial instruments consist mainly of deposits with banks and receivables. The main risks the Branch is exposed to through its financial instruments are interest rate risk (see section (e) below), liquidity risk and credit risk.

The Committee of Management has overall responsibility for the determination of the Branch's risk management objectives and policies.

**(b) Credit Risk**

Credit risk is the risk that the other party to a financial instrument will fail to discharge their obligation resulting in the Branch incurring a financial loss. This usually occurs when debtors fail to settle their obligations owing to the Branch.

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount of those assets, net of any provision for doubtful debts, as disclosed below:-

	<b>2014</b>	<b>2013</b>
	<b>\$</b>	<b>\$</b>
Cash and Cash Equivalents	1,063,366	996,598

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**11 FINANCIAL RISK MANAGEMENT (CONT'D)**

The cash and cash equivalents are held in a high quality Australian financial institution.

	<b>2014</b>	<b>2013</b>
	\$	\$
Trade & Other Receivables	<u>11,844</u>	<u>29,363</u>
Total receivables	<u>11,844</u>	<u>29,363</u>

There has been no history of default, no amounts are past due and all receivables are likely to be repaid within the expected terms.

**(c) Liquidity Risk**

Liquidity risk is the risk that the Branch may encounter difficulties raising funds to meet commitments associated with financial instruments. The Branch is not significantly exposed to this risk; as at 31 December 2014 \$1,063,366 of cash and cash equivalents were held to meet these obligations as they fall due. Financial liabilities at 31 December 2014 totalled \$37,027. The Branch manages liquidity risk by monitoring cash flows.

**(d) Market Risk**

Market risk arises from the use of interest bearing, tradable financial instruments. It is the risk that the fair value or future cashflows of a financial instrument will fluctuate because of changes in interest rates (interest rate risk) or other market factors (other price risk).

**(e) (i) Interest Rate Risk**

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

<b>31 December 2014</b>	<b>Floating Interest Rate \$</b>	<b>Non Interest Bearing \$</b>	<b>Total \$</b>
<b>Financial Assets</b>			
Cash and cash equivalents	256,308	-	256,308
Receivables	<u>-</u>	<u>11,844</u>	<u>11,844</u>
	256,308	11,844	268,152
Weighted average interest rate	.005%		
<b>Financial Liabilities</b>			
Payables	<u>-</u>	<u>37,027</u>	<u>37,027</u>
<b>Net Financial Assets (Liabilities)</b>	<u>256,308</u>	<u>(25,183)</u>	<u>231,125</u>

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**11 FINANCIAL RISK MANAGEMENT (CONT'D)**

<b>31 December 2013</b>	<b>Floating Interest Rate \$</b>	<b>Non Interest Bearing \$</b>	<b>Total \$</b>
<b>Financial Assets</b>			
Cash and cash equivalents	296,509	-	296,509
Receivables	<u>-</u>	<u>29,363</u>	<u>29,363</u>
	296,509	29,363	325,872
Weighted average interest rate	.005%		
<b>Financial Liabilities</b>			
Payables	<u>-</u>	<u>80,714</u>	<u>80,714</u>
<b>Net Financial Assets (Liabilities)</b>	296,509	(51,351)	245,158
<b>Sensitivity Analysis</b>			
	<b>Carrying Amount</b>	<b>+50% (50 basis points) Profit</b>	<b>-50% (50 basis points) Loss</b>
<b>2014</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Cash Assets	<u>256,308</u>	<u>640</u>	<u>640</u>
<b>2013</b>			
Cash Assets	<u>296,509</u>	<u>741</u>	<u>741</u>

**(ii) Other Price Risks**

The Branch does not invest in shares or derivatives therefore it does not expose itself to the fluctuations in price that are inherent in such a market.

**(iii) Foreign Exchange Risk**

The Branch is not directly exposed to foreign exchange rate risk.

**12 GOING CONCERN**

These financial statements are prepared on a going concern basis. During the financial year the branch has not relied upon the financial support of another reporting unit nor has it provided financial support to another reporting unit.

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**13 OTHER ACQUISITIONS OF ASSETS OR LIABILITIES**

During the financial year the Branch has not acquired an asset or liability as a result of:-

- (a) An amalgamation under Part 2 of Chapter 3 of the RO Act.
- (b) A restructure of branches of the organisation.
- (c) A determination by the General Manager under subsection 245(1) of the RO Act of an alternative reporting structure for the organisation.
- (d) A revocation by the General Manager under subsection 249(1) of the RO Act of a certificate issued to an organisation under subsection 245 (1).
- (e) A business combination.

**14 SUBSEQUENT EVENTS**

There are no subsequent events that have occurred or are likely to occur that require disclosure.

**15 INFORMATION TO BE PROVIDED TO MEMBERS OR THE GENERAL  
MANAGER OF FAIR WORK AUSTRALIA**

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of Section 272 of Fair Work (Registered Organisations) Act 2009 which read as follows:-

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

**16 CONTINGENT LIABILITIES, ASSETS AND COMMITMENTS**

There were no contingent liabilities, assets or commitments at 31 December 2014.

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2014**

**17        ADDITIONAL BRANCH INFORMATION**

The registered office of the Branch is situated at:

346 Turbot Street  
SPRING HILL QLD 4000

The Divisional Office of the Branch is situated at:

38 Wood Street  
DARWIN NT 0800

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**INDEPENDENT AUDIT REPORT**

To the members of the Independent Education Union of Australia Queensland and Northern Territory Branch.

We have audited the general purpose financial report of the Independent Education Union of Australia Queensland and Northern Territory Branch, which comprises the statement of financial position as at 31 December 2014, and the statement of comprehensive income, statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes and branch committee of management's statement for the year then ended.

***Branch Committee of Management and the Branch Secretary's Responsibility for the Financial Report***

The branch committee of management and the branch secretary of the Branch are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the Fair Work (Registered Organisations) Act 2009. This responsibility also includes establishing and maintaining internal control relevant to the preparation 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 accounting estimates that are reasonable in the circumstances.

***Auditor's Responsibility***

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report 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 entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the branch committee of management and branch secretary, as well as evaluating the overall presentation of the financial report.

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

**THE INDEPENDENT EDUCATION UNION OF AUSTRALIA  
QUEENSLAND AND NORTHERN TERRITORY BRANCH**

**INDEPENDENT AUDIT REPORT**

*Independence*

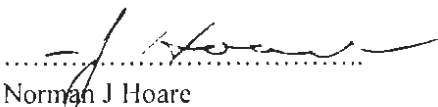
In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies and the Fair Work (Registered Organisations) Act 2009.

*Audit Opinion*

In our opinion, the financial report presents fairly, in all material respects, the financial position of the Independent Education Union of Australia Queensland and Northern Territory Branch as at 31 December 2014, and its financial performance and cash flows for the year then ended in accordance with Australian Accounting Standards and the requirements imposed by Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

As part of our audit of the financial statements we have concluded that Management's use of the going concern basis of accounting in the preparation of the financial statements for the year ended 31 December 2014 is appropriate.

MORRIS & BATZLOFF  
Chartered Accountants



Norman J Hoare  
Partner

Registered Company Auditor  
Member of Institute of Chartered Accountants in Australia  
and Holder of Current Public Practice Certificate

96 Lytton Road  
EAST BRISBANE QLD 4169

30th March 2015