



# Fair Work Australia

18 August 2009

Ms Jenny Savage  
Finance Coordinator  
National Tertiary Education Industry Union

email: [jsavage@nteu.org.au](mailto:jsavage@nteu.org.au)

Dear Ms Savage

**Re: Financial Reports for the National Tertiary Education Industry Union, Queensland  
Division for year ended 30 June 2008 – FR2008/429**

I acknowledge receipt of the financial report for the National Tertiary Education Industry Union, Queensland Division for the year ended 30 June 2008. The financial report was lodged with Fair Work Australia on 10 July 2009.

The financial report has been filed.

I appreciate for the financial year ended 30 June 2009 it is anticipated that, in accordance with the scheme of the organisation's rules, all financial affairs will be administered by the organisation (through its national office) and accounted for accordingly. None the less I draw your attention to a number of matters in the present report which, in the event the Branch was required to again prepare a financial report, it should take into account to achieve full compliance.

You are not required to take any further action in respect of the reports lodged.

## **Timescale Requirements**

As you are aware, reporting units are required to undertake their financial reporting obligations in accordance with specified timelines. As the 2008 report has been completed, the relevant timelines are incapable of being remedied. However it should be noted that the timelines have not changed under the *Fair Work (Registered Organisations) Act 2009* (the Act) and the preparation and lodgment of future financial reports must occur within these timelines.

In particular, sections 253 and 254 of the Act require that a General Purpose Financial Report (GPFR) and an Operating Report be prepared as soon as practicable after the end of the financial year. Further, section 266 requires that the financial report be presented to a general meeting of members or a committee of management meeting within six months after the end of the financial year. In the absence of an extension of time for holding a general meeting [see section 265(5)] the latest possible date of lodgment with Fair Work Australia is six months and 14 days after the end of the financial year. I have attached a link to the document which sets out the timelines in diagrammatical form - [http://www.fwa.gov.au/documents/organisations/factsheets/RO\\_factsheet\\_9.pdf](http://www.fwa.gov.au/documents/organisations/factsheets/RO_factsheet_9.pdf).

In future years the financial reports need to be prepared in sufficient time to enable presentation to a meeting within six months after the end of the financial year and lodged with Fair Work Australia no later than 14 days after that meeting.

11 EXHIBITION STREET  
MELBOURNE VIC 3000  
  
GPO BOX 1994  
MELBOURNE VIC 3001

Telephone: (03) 8661 7777  
Facsimile: (03) 9655 0410  
Email: [www.orgs@fwa.gov.au](mailto:www.orgs@fwa.gov.au)  
Internet: [www.fwa.gov.au](http://www.fwa.gov.au)

## Operating Report

### *Membership of Committee of Management*

The operating report contained a list of office holders as at the beginning of the financial year. Please note the operating report is required to contain the name of each person who has been a member of the committee of management of the reporting unit at any time during the reporting period, and the period for which he or she held such a position – refer to regulation 159(c) *Fair Work (Registered Organisations) Regulations 2009*.

### Employee Benefits

The Reporting Guidelines require reporting units to disclose in the income statement, or in the notes, employee benefits to holders of office (item 11(g)) and employee benefits to other employees (item 11(h)).

I note that the income statement does not distinguish between employee benefits for office holders and other employees. Employee benefits for office holders and other employees should be separately disclosed. This point holds both in relation to the Salaries & Wages and the Superannuation disclosures.

The Reporting Guidelines also require either the balance sheet or the notes to disclose any liability for employee benefits in respect of office holders and other employees (items 14(c) and 14 (d)). Nothing on the face of the Provisions liability items in the Balance Sheet or note 6 separately disclose these liabilities as they pertain to either the holders of office within the Branch or employees of the Branch.

### References to Schedule 1B

The Designated Officer's Certificate and note 11 in the GPFR contain references to Schedule 1B of the *Workplace Relations Act 1996*. Such references should have been to Schedule 1 of the *Workplace Relations Act 1996*. Designated Officer's Certificates prepared after 1 July 2009 should refer to the *Fair Work (Registered Organisations) Act 2009*.

If you wish to discuss any of the matters referred to above I can be contacted on (03) 8661 7764.

Yours sincerely



Kevin Donnellan

Tribunal Services and Organisations

Fair Work Australia

Email: [kevin.donnellan@fwa.gov.au](mailto:kevin.donnellan@fwa.gov.au)

cc. Ms Margaret Lee, Secretary, National Tertiary Education Industry Union, Queensland Division - [b.williams@qld.nteu.org.au](mailto:b.williams@qld.nteu.org.au)

**NATIONAL TERTIARY  
EDUCATION INDUSTRY UNION**

**QUEENSLAND DIVISION**

*Financial Statements for the year ended  
30 June 2008*



**National Tertiary Education Union  
Queensland Division**

Room 3, First Floor  
27 Cordelia Street  
South Brisbane, Queensland 4101  
Tel: 07 3846 2355 Fax: 07 3846 5977

**Certificate of Secretary or other Authorised Officer  
NTEU – Queensland Division  
S268 of Schedule 1B Workplace Relations Act 1996**

I, Margaret Lee, being State Secretary of the Queensland Division certify:

- That the documents lodged herewith are copies of the full report, referred to in s268 of the RAO Schedule; and
- That the full report, was provided to members on 11<sup>th</sup> June 2009; and
- That the full report was presented to a general meeting of members of the reporting unit on 3<sup>rd</sup> July 2009; in accordance with section 266 of the RAO Schedule.

Signature

*Margaret Lee*

Date

*3 July 2009.*

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 JUNE 2008**

**CONTENTS**

Operating report	1
Committee of management statement	4
Income statement	5
Balance sheet	6
Statement of recognised income and expense	7
Cash flow statement	8
Notes to and forming part of the financial statements	9
Auditors' report	19

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**OPERATING REPORT  
FOR THE YEAR ENDED 30 JUNE 2008**

**Principal Activities**

The principal activities of the Division during the financial year were:

- To improve and protect the salaries and conditions of employment of our members;
- To represent our members in approaches to and discussions with their employer;
- To negotiate collective agreements which improve the conditions of employment of our members;
- To enforce existing industrial agreements on behalf of our members; and
- To promote industrial peace through conciliation and arbitration.

**Results of Principal Activities**

The Division's principal activities resulted in the maintenance and improvement of the salaries and conditions of employment of our members, especially for those members covered by collective agreements negotiated by the Division.

**Significant Changes in the Nature of Principal Activities**

There were no significant changes in the nature of the Division's principal activities during the financial year.

**Significant Changes in the Union's Financial Affairs**

Other than the transfer of assets and liabilities to the NTEU Fund as detailed in Note 1 to the financial statements, no other matters or circumstances arose during the reporting year which significantly affected the financial affairs of the Division.

**Trustee or Director of a Trustee Company of a Superannuation Entity or an Exempt Public Sector Superannuation Scheme**

No officer of the Division was a Trustee or Director of a Trustee Company of a Superannuation Entity or an Exempt Public Sector Superannuation Scheme.

**Number of members**

The number of persons who, at the end of the financial year, were recorded on the Register of Members was 3,034 (2007 – 3,184).

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**OPERATING REPORT  
FOR THE YEAR ENDED 30 JUNE 2008 (Continued)**

**Number of employees**

The number of persons who were, at the end of the financial year, employees of the Division was 3.6 employees measured on a full time equivalent basis.

**Members of the committee of management**

The persons who held office as members of the Committee of Management of the Union at the beginning of the financial year were:

Division President	Andrew Bonell
Division Secretary	Margaret Lee
Division Assistant Secretary	Gina Yarrow
Committee Member	Robin Fisher
Committee Member	Brad Astbury
Committee Member	Margaret Buckridge
Committee Member	Elizabeth Eddy
Committee Member	Donna Weeks
Committee Member	Arthur Poropat
Committee Member	Gary Gulliford
Committee Member	Dan Coughlan
Committee Member	Angela Schlotzer
Committee Member	Lynda Davies
Committee Member	Sig Vogel
Committee Member	John Graham

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**OPERATING REPORT  
FOR THE YEAR ENDED 30 JUNE 2008 (Continued)**

**Manner of resignation – s254(2)(c)**

Members may resign from the Division in accordance with Rule 11 (Resignation from Membership) which reads as follows:

- 11.1 A member may resign from membership by written notice addressed and delivered to the member's Division Secretary or Branch Secretary provided that:
- (a) Where a written notice of resignation is received by a Division Secretary, he or she shall as soon as practicable forward a copy of the notice of resignation to the appropriate Branch Secretary;
  - (b) Where a written notice of resignation is received by a Branch Secretary, he or she shall as soon as practicable forward a copy of the notice of resignation to the relevant Division Secretary.
- 11.2 A notice of resignation from membership takes effect:
- (a) where the member ceases to be eligible to become a member of the Union
    - (i) on the day on which the notice is received by the Union; or
    - (ii) on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member;
 whichever is later; or
  - (b) in any other case:
    - (i) at the end of two weeks, or if permitted by law three months after the notice is received by the Union; or
    - (ii) on the day specified in the notice;
 whichever is later.
- 11.3 Any dues payable but not paid by a former member in relation to a period before the member's resignation took effect, may be sued for and recovered in the name of the Union in a court of competent jurisdiction, as a debt due to the Union.
- 11.4 A notice delivered to the Division Secretary or Branch Secretary shall be taken to have been received by the Union when it was delivered.
- 11.5 A notice of resignation that has been received by the Union is not invalid because it was not addressed and delivered in accordance with sub-rule 1 of this rule.
- 11.6 A resignation from membership is valid even if it is not effected in accordance with this rule if the member is informed in writing by or on behalf of the Union that the resignation has been accepted.
- 11.7 Cessation of payment of any dues, levies and other amounts by a member does not, of itself, terminate membership of the Union.

Name: Margaret Lee

Title: Division Secretary

Signature:



Date:

3 June, 2009



NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION

COMMITTEE OF MANAGEMENT STATEMENT

FOR THE YEAR ENDED 30 JUNE 2008

On 20/2009 the Committee of Management of the National Tertiary Education Industry Union – Queensland Division passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 30 June 2008:

The Committee of Management declares in relation to the GPFR that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements comply with the reporting guidelines of the Industrial Registrar;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- (e) during the financial year to which the GPFR relates and since the end of that year:
  - i. meetings of the committee of management were held in accordance with the rules of the organisation including the rules of the Division concerned; and
  - ii. the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a Division concerned; and
  - iii. the financial records of the reporting unit have been kept and maintained in accordance with the RAO Schedule and the RAO Regulations; 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 to each of the other reporting units of the organisation; and
  - v. the information sought in any request of a member of the reporting unit or a Registrar duly made under section 272 of the RAO Schedule has been furnished to the member or Registrar; and
  - vi. there has been compliance with any order for inspection of financial records made by the Commission under section 273 of the RAO Schedule.
- (f) during the financial year ended 30 June 2008, the Division did not participate in any recovery of wages activity.

For Committee of Management: Margaret Lee

Title: Division Secretary

Signature: 

Date: 3 June, 2009

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**INCOME STATEMENT**

**FOR THE YEAR ENDED 30 JUNE 2008**

	NOTE	2008	2007
<b>Revenue from ordinary activities:</b>			
Subscriptions	2	845,370	856,003
Other	2	<u>19,816</u>	<u>53,950</u>
<b>Total revenue from ordinary activities</b>		<u>865,186</u>	<u>909,953</u>
<b>Expenses from ordinary activities:</b>			
Accountancy & audit fees		3,210	6,210
Administration		-	35,997
Affiliation fees		-	17,337
Amenities		484	-
Bank charges		5,526	91
Conference expenses		628	-
Campaign Expenses		3,033	2,415
Donations		-	148
Electricity		1,229	-
Employee Provisions - Annual		36,428	31,008
Employee Provisions – LSL		149,153	-
Depreciation		-	5,975
Equipment <\$300		1,737	-
Insurance		(1,481)	1,346
Internet		5,141	-
Legal Expenses		8,768	7,977
Labour day		-	1,415
Loss on Write off of Equipment		-	5,176
Meeting & Travel Expenses		40,149	51,833
Motor Vehicle Allowances		4,202	-
Payroll tax		34,118	30,466
Payroll Deduction Service Fee		19,560	-
Postage		1,850	-
Printing & Stationary		10,537	-
PRD Administration Fees		-	6,911
Rent		33,058	33,015
Record Storage		2,190	-
Repairs & Maintenance		861	1,423
Salaries		615,432	582,815
Superannuation contributions		102,357	89,831
Subscriptions		-	691
Training & Welfare		3,792	8,593
Telephone		14,338	-
Water Cooler Service		344	-
Work cover		2,219	2,151
Other expenses		781	-
Union Shopper		4,067	-
Transfer of assets to NTEU Fund		<u>136,609</u>	<u>-</u>
<b>Total expenses from ordinary activities</b>		<u>1,240,320</u>	<u>922,824</u>
<b>Net operating (deficit)</b>		<u>(375,134)</u>	<u>(12,871)</u>

The accompanying notes form part of these financial statements.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**BALANCE SHEET**

**FOR THE YEAR ENDED 30 JUNE 2008**

	NOTE	2008 \$	2007 \$
<b>CURRENT ASSETS</b>			
Cash assets	3	-	519,725
<b>TOTAL CURRENT ASSETS</b>		-	519,725
<b>NON CURRENT ASSETS</b>			
Property, plant & equipment	4	-	7,328
<b>TOTAL NON CURRENT ASSETS</b>		-	7,328
<b>TOTAL ASSETS</b>		-	527,053
<b>CURRENT LIABILITIES</b>			
Payables	5	-	10,163
Provisions	6	-	51,905
<b>TOTAL CURRENT LIABILITIES</b>		-	62,068
<b>NON CURRENT LIABILITIES</b>			
Provisions	6	-	89,851
<b>TOTAL NON CURRENT LIABILITIES</b>		-	89,851
<b>TOTAL LIABILITIES</b>		-	151,919
<b>NET ASSETS</b>		-	375,134
<b>EQUITY</b>			
Accumulated surplus	7	-	375,134
<b>TOTAL EQUITY</b>		-	375,134

The accompanying notes form part of these financial statements.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**STATEMENT OF RECOGNISED INCOME AND EXPENSE**

**FOR THE YEAR ENDED 30 JUNE 2008**

	NOTE	2008 \$	2007 \$
<b>RETAINED EARNINGS</b>			
Balance at start of the period		375,134	(12,871)
(Deficit)/surplus for the period		<u>(375,134)</u>	<u>388,005</u>
Balance at end of period	7	<u>-</u>	<u>375,134</u>

The accompanying notes form part of these financial statements.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**CASH FLOW STATEMENT**

**FOR THE YEAR ENDED 30 JUNE 2008**

	NOTE	2008 \$	2007 \$
<b>Cash flows from operating activities</b>			
<b>Receipts</b>			
Receipts from members		845,370	886,003
Other income		9,634	1,856
Interest received		<u>10,182</u>	<u>22,094</u>
<b>Payments</b>			
Payments to Suppliers & employees		(1,392,239)	(890,459)
Non-Cash Asset Transferred out		<u>7,328</u>	<u>-</u>
<b>Net cash flows from operating activities</b>	8	<u>(519,725)</u>	<u>19,494</u>
<b>Cash flows from investing activities</b>			
Purchase of fixed assets		<u>-</u>	<u>(3,910)</u>
<b>Net Cash flows used in investing activities</b>		<u>-</u>	<u>(3,910)</u>
<b>Net increase/(decrease) in cash held</b>		(519,725)	15,584
<b>Cash at the beginning of the financial year</b>		<u>519,725</u>	<u>504,141</u>
<b>Cash at the end of the financial year</b>	3	<u>-</u>	<u>519,725</u>

The accompanying notes form part of these financial statements.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 JUNE 2008**

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards including Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the Workplace Relations Act 1996.

**Basis of Preparation**

The financial report has been prepared on an accruals basis and is based on historical costs. It does not take into account changing money values or, except where stated, current valuations of non-current assets.

The following is a summary of the material accounting policies adopted by the Division in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

**(a) Revenue Recognition**

**(i) Membership Capitation Fee**

The membership capitation fee revenue represents 0.4% (2007: 0.4%) of members' salary. The dues are collected by the Branches and remitted to the Division by the middle of the month after they fall due and at this point recognised in the Division's accounts.

**(ii) Other Revenue**

Other revenue comprises revenue earned from the provision of products or services and interest on monies deposited. These revenues are recognised when the goods or services are provided, or when the fee in respect of services provided is receivable.

**(b) Property, Plant & Equipment**

Property, plant and equipment are recorded at cost. Depreciation of property, plant, and equipment is calculated on the straight-line basis in order to write the assets off over their estimated useful lives.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 JUNE 2008**

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)**

**(c) Impairment of Assets**

At each reporting date, the Division reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the assets fair value less costs to sell and value-in-use, is compared to the assets carrying value. Any excess of the assets carrying value over its recoverable value is expensed to the income statement.

Where it is not possible to estimate the recoverable amount of an individual asset, the Division estimates the recoverable amount of the cash generating unit to which the asset belongs.

**(d) 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 within one year together with benefits arising from wages and salaries, annual leave and long service leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on-costs.

Liabilities for employee entitlements, which are not expected to be settled within 12 months, are measured at the present value of the estimated future cash outflows to be made for those benefits.

In determining the liability for employee entitlements, consideration has been given to future increases in wage and salary rates, and the economic entity's experience with staff departures. Related on-costs have also been included in the liability.

**(e) Income Tax**

No provision for Income Tax is necessary as "Trade Unions" are exempt from income tax under Section 50-15 of the Income tax Assessment Act.

**(f) Cash Flows**

For the purpose of the cash flow statement, cash includes cash on hand and held at call with banks, net of bank overdrafts.

**(g) Goods and Services Tax**

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Receivables and payables are stated with the amount of GST included.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 JUNE 2008**

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)**

**(h) Leases**

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the association are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amount equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that the association will obtain ownership of the asset or ownership over the term of the lease.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

**(i) Financial Instruments**

**Financial Assets**

Term deposits (Note 3)

Term deposits are valued at cost. Interest is recognised as it accrues. Total weighted average interest rate at balance date was nil (2007:4.25%).

**Financial Liabilities**

Payables (Note 5)

Liabilities are recognised for amounts to be paid in the future for goods or services received as at balance date, whether or not invoices have been received. Payables are unsecured, not subject to interest charges and are normally settled within 30 days of Invoice receipt.

**(j) Allocation of Current and Non-Current**

An Asset or a Liability shall be classified as current when it satisfies any of the following criteria:

- (a) it is expected to be settled in the entity's normal operating cycle;
- (b) it is held primarily for the purpose of being traded;
- (c) it is due to be settled within twelve months after the reporting date; or
- (d) the entity does not have an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

All other assets and liabilities shall be classified as non current.



NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2008

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(k) Economic Dependency

The Division is not economically dependent on any other reporting units of the organisation.

(l) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments and bank overdrafts. Bank overdrafts are shown as part of cash and cash equivalents and reduce the amount shown as cash at bank.

(m) Borrowing Costs

Borrowing costs directly attributed to the acquisition of assets that necessarily take a substantial period of time to prepare for their intended use or sale, are added to the costs of those assets, until such time as the assets are substantially ready for their intended use or sale.

All other borrowing costs are recognised in expenses in the period in which they are incurred.

(n) Transfer of net assets to NTEU Fund

At 30 June 2008 all assets and liabilities of NTEU branches and divisions were transferred to the NTEU Fund, in accordance with Schedule G of the registered rules. The transfer is a non-reciprocal transfer and has been accounted for as a contribution in accordance with AASB 1004 Contributions.

(o) New accounting standards and interpretations

Certain new Accounting Standards and interpretations have been published that are not mandatory for the 30 June 2008 reporting year. The entity has not, and does not intend to, adopt the following Standards early:

- Revised AASB 101 'Presentation of Financial Statements', AASB 2007-8 'Amendments to Australian Accounting Standards arising from AASB 101' and AASB 2007-10 'Further Amendments to Australian Accounting Standards arising from AASB 101' which are applicable to financial periods commencing on or after 1 January 2009. These changes will impact the presentation of the Financial Report but are not expected to impact the values disclosed.

In addition to those Accounting Standards listed above, the AASB has also released a number of other Accounting Standards and Australian Interpretations. The application of these Accounting Standards and Australian Interpretations are not applicable to the entity. Consequently, they have not been specifically identified above.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 JUNE 2008**

	2008	2007
	\$	\$
<b>2. REVENUE FROM ORDINARY ACTIVITIES</b>		
<b>Subscriptions</b>		
Members Subscription	845,370	856,003
<b>Total revenue from subscriptions</b>	<u>845,370</u>	<u>856,003</u>
<b>Other revenue</b>		
Subsidy	6,730	-
Interest received	10,182	22,094
Other	2,904	1,856
Branch Reimbursement	-	30,000
<b>Total other revenue</b>	<u>19,816</u>	<u>53,950</u>
<b>Total revenue from operating activities</b>	<u>865,186</u>	<u>909,953</u>
<b>3. CASH ASSETS</b>		
Cash at Bank	-	260,004
Term deposits	-	259,721
	<u>-</u>	<u>519,725</u>
<b>4. PROPERTY, PLANT &amp; EQUIPMENT</b>		
Office Furniture & Equipment	-	41,606
Less: accumulated depreciation	-	(34,278)
	<u>-</u>	<u>7,328</u>
<b>5. PAYABLES</b>		
Trade creditors and accruals	-	10,163
	<u>-</u>	<u>10,163</u>

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 JUNE 2008**

	2008	2007
	\$	\$
<b>6. PROVISIONS</b>		
<b>Current</b>		
Employee benefits: annual leave	-	51,905
	<u>-</u>	<u>51,905</u>
<b>Non Current</b>		
Employee benefits: long service leave	-	89,851
	<u>-</u>	<u>89,851</u>
<b>7. ACCUMULATED SURPLUS / (DEFICIT)</b>		
Accumulated surplus/(deficit) at the beginning of the financial year	375,134	(12,871)
Net operating surplus/(deficit) for the year	<u>(375,134)</u>	<u>388,005</u>
Accumulated surplus at the end of the financial year	<u>-</u>	<u>375,134</u>
<b>8. CASH FLOW INFORMATION</b>		
Reconciliation of net operating (deficit) to net cash flows from operating activities:		
Net operating (deficit)	(375,134)	(12,871)
Non-cash flows in operating activities:		
Depreciation	-	5,975
Loss on Write off of Equipment	<u>-</u>	<u>5,176</u>
Changes in assets and liabilities:		
(Increase) / decrease in Fixed Assets	7,328	-
Increase / (decrease) in Provisions	(141,756)	31,009
Increase / (decrease) in payables	<u>(10,163)</u>	<u>(9,795)</u>
Net cash flows from operating activities	<u>(519,725)</u>	<u>19,494</u>

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2008**

**9. FINANCIAL INSTRUMENTS**

**(a) Significant accounting policies**

Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement, and the basis on which income and expenses are recognised, with respect to each class of financial asset, financial liability and equity instrument are disclosed in Note 1 to the financial statements.

**(b) Categorisation of financial instruments**

Financial assets	Note	Category	Carrying amount 2008	Carrying amount 2007
Cash and cash equivalents	3	N/A	-	519,725
<b>Financial liabilities</b>				
Payables	5	Financial liabilities measured at amortised cost	-	10,163

**(c) Credit risk**

Credit risk represents the loss that would be recognised if counterparties failed to perform as contracted. The Division's maximum exposure to credit risk at balance date in relation to each class of recognised financial asset is represented by the carrying amount of those assets as indicated in the balance sheet.

***Financial assets that are either past due or impaired***

Currently the Division does not hold any collateral as security nor credit enhancements relating to any of its financial assets.

As at the reporting date, there is no event to indicate that any of the financial assets are impaired.

There are no financial assets that have had their terms renegotiated so as to prevent them from being past due or impaired, and they are stated at the carrying amounts as indicated. The following table discloses the ageing only of financial assets that are past due but not impaired.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2008**

**9. FINANCIAL INSTRUMENTS (continued)**

<b>Interest rate exposure and ageing analysis of financial assets</b>									
	Weighted average effective interest rate	Carrying amount	Interest rate exposure			Past due by			
			Fixed interest rate	Variable interest rate	Non- interest bearing	Less than 1 Month	1-3 months	3 months - 1 year	1-5 years
<b>2008</b>	%								
Cash assets	4.25	-	-	-	-	-	-	-	-
Receivables	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-
<b>2007</b>									
Cash assets	4.25	519,725	-	260,004	-	-	-	259,721	-
Receivables	-	-	-	-	-	-	-	-	-
		519,725	-	260,004	-	-	-	259,721	-

**(d) Liquidity risk**

Liquidity risk arises when the Division is unable to meet its financial obligations as they fall due. The Division operates under the policy of settling financial obligations within 30 days and in the event of a dispute, make payments within 30 days from the date of resolution. It also continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high quality liquid assets and dealing in highly liquid markets. The Branch or Division's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk. Maximum exposure to liquidity risk is the carrying amounts of financial liabilities.

<b>Interest rate exposure and maturity analysis of financial liabilities</b>									
	Weighted average effective interest rate	Nominal amount	Interest rate exposure			Maturity dates			
			Fixed interest rate	Variable interest rate	Non- interest bearing	Less than 1 month	1-3 months	3 months - 1 year	1-5 years
<b>2008</b>	%								
Payables	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-
<b>2007</b>									
Payables	-	10,163	-	-	10,163	-	-	-	-
		10,163	-	-	10,163	-	-	-	-

NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2008

9. **FINANCIAL INSTRUMENTS (continued)**

(e) **Market risk**

The Division's exposure to market risk is primarily through interest rate risk and other price risks with no exposure to foreign currency or interest rate risk. Objectives, policies and processes used to manage each of these risks are disclosed in the paragraphs below.

Interest rate risk

Exposure to interest rate risk might arise primarily through the Division's cash & deposits. Minimisation of risk is achieved by mainly undertaking fixed rate or non-interest bearing financial instruments.

As the Division does not hold any financial instruments at 30 June 2008, there is no exposure to interest rate risk or other price risks.

(f) **Fair value**

The fair values and net fair values of financial assets and financial liabilities are determined as follows:

- the fair value of financial assets and financial liabilities with standard terms and conditions and traded in active liquid markets are determined with reference to quoted market prices; and
- the fair value of other financial assets and financial liabilities are determined in accordance with generally accepted pricing models based on discounted cash flow analysis.

The Division considers that the carrying amount of financial assets and financial liabilities recorded in the financial report to be a fair approximation of their fair values.

**NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

**NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 JUNE 2008**

**10. RELATED PARTY INFORMATION**

**Remuneration of key management personnel**

There are no key management personnel of the Branch whose remuneration requires separate disclosure.

**Other related party transactions**

During the year, there were no transactions with related parties which require separate disclosure other than the transfer of net assets already disclosed in Note 1.

**11. INFORMATION TO BE PROVIDED TO MEMBERS OR REGISTRAR**

In accordance with the requirements of the Workplace Relations Act 1996, the attention of members is drawn to the provision of subsections (1), (2) and (3) of section 272 of Schedule 1B – Registration of accountability of Organisations which reads as follows:

- (1) "A member of a reporting unit, or a Registrar, 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 matter 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)."

**INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF  
NATIONAL TERTIARY EDUCATION INDUSTRY UNION  
QUEENSLAND DIVISION**

Level 5, 30 Collins Street  
Melbourne Victoria 3000  
TELEPHONE +61 3 9654 0100  
FACSIMILE +61 3 9654 0122  
www.dfkcollins.com.au

**Scope**

***The general purpose financial report and Executive Committee's responsibility***

The general purpose financial report comprises the income statement, balance sheet, cash flow statement, statement of recognised income and expense, accompanying notes to the financial statements, and the committee of management statement of the National Tertiary Education Industry Union – Queensland Division for the year ended 30 June 2008.

The Committee of the Union is responsible for the preparation and fair presentation of the financial report in accordance with the Workplace Relation Act 1996. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect frauds and error, and for the accounting policies and accounting estimates inherent in the financial report.

***Audit approach***

We conducted an independent audit in order to express an opinion to the members of the Union. Our audit was conducted in accordance with Australian Auditing Standards in order to provide reasonable assurance as to whether the financial report is free of material misstatements. The nature of an audit is influenced by factors such as the use of professional judgment, selective testing, the inherent limitation of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

We performed procedures to assess whether in all material respects the financial report presents fairly, in accordance with Accounting Standards and other mandatory financial reporting requirements in Australia and the Workplace Relations Act 1996, a view which is consistent with our understanding of the Union's financial position, and of its performance as represented by the results of its operations and the cash flows.

We formed our audit opinion on the basis of these procedures, which include:

- examining on a test basis, information to provide evidence supporting the amounts and disclosures in the financial report; and
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the executive Committee.

While we considered the effectiveness of management internal controls over financial reporting when determining the nature and extent of our procedures, our audit was not designed to provide assurance of internal controls.

**Independence**

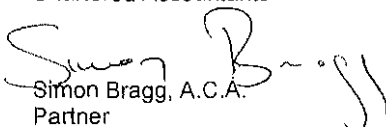
In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.

**Audit Opinion**

In our opinion the general purpose financial report is presented fairly in accordance with applicable Australian Accounting Standards and the requirements imposed by Part 3 of Chapter 8 of the RAO Schedule of the Workplace Relations Act 1996.



DFK Collins  
Chartered Accountants



Simon Bragg, A.C.A.  
Partner  
Registered Company Auditor, Registration Number: 291536

Melbourne  
Date:

10 June 2009