



Australian Government
Registered Organisations Commission

29 July 2020

Ian Leavers
Branch President
Police Federation of Australia - Queensland Police Branch

Sent via email: ileavers@gpu.asn.au
pfa@pfa.org.au

Dear Ian Leavers,

Section 269 application for certificate stating financial affairs of reporting unit are encompassed by financial affairs of associated State body for year ended 31 December 2019 (FR2019/366)

I refer to the application lodged pursuant to section 269 of the Fair Work (Registered Organisations) Act 2009 in respect of the Police Federation of Australia - Queensland Police Branch for the financial year ended 31 December 2019. The application was lodged with the Registered Organisations Commission on 13 July 2020.

I have granted the application. The certificate is attached.

Please note that in the financial report of the Queensland Police Union of Employees attached to the application, certain information under Form 66 – Register of officers of an organisation and Disclosure Statement – Remuneration Register has been redacted by the ROC before publishing on its website.

The ROC takes its obligations relating to privacy seriously and endeavours to ensure compliance with the requirements under the Privacy Act 1988. The redactions have been effected in accordance with the ROC privacy policy to protect the personal information of persons identified in the operating report. A copy of the ROC privacy policy can be found via [this link](#).

If you wish to discuss this matter, please contact Kylie Ngo on (03) 9603 0764 or by email at regorgs@roc.gov.au.

Yours sincerely,

A handwritten signature in blue ink, appearing to be 'CE', with a small blue mark to the right.

Chris Enright
Executive Director
Registered Organisations Commission



CERTIFICATE

Fair Work (Registered Organisations) Act 2009

s.269(2)(a)—Reporting unit's financial affairs encompassed by associated State body

Police Federation of Australia - Queensland Police Branch
(FR2019/366)

MR ENRIGHT

MELBOURNE, 29 JULY 2020

Reporting unit's financial affairs encompassed by associated State body

[1] On 13 July 2020 an application was made under s.269(2)(a) of the *Fair Work (Registered Organisations) Act 2009* (**the Act**) by the Police Federation of Australia - Queensland Police Branch (**the reporting unit**) for a certificate stating that the financial affairs of the reporting unit are encompassed by the financial affairs of Queensland Police Union of Employees (**the Association**), an associated State body, in respect of the financial year ending 31 December 2019.

[2] On 13 July 2020, the reporting unit lodged a copy of the audited accounts of the Association with the Registered Organisations Commission.

[3] I am satisfied that the Association:

- is registered under the *Industrial Relations Act 2016* (Qld), a prescribed State Act; and
- is, or purports to be, composed of substantially the same members as the reporting unit; and
- has, or purports to have, officers who are substantially the same as designated officers in relation to the reporting unit; and
- is an associated State body.

[4] I am further satisfied that:

- the Association has in accordance with prescribed State legislation, prepared accounts, had those accounts audited, provided a copy of the audited accounts to its members and lodged the accounts with the relevant State authority;
- any members of the reporting unit who are not also members of the Association have been provided with copies of the accounts at substantially the same time as the members of the reporting unit who are members of the Association; and
- a report under s.254 of the Act has been prepared in respect of those activities of the reporting unit and has been provided to the members of the reporting unit with copies of the accounts.

[5] I am satisfied that the financial affairs of the reporting unit in respect of the financial year ending 31 December 2019, are encompassed by the financial affairs of the Association and I certify accordingly under s.269(2)(a) of the Act.



DELEGATE OF THE COMMISSIONER

Printed by authority of the Commonwealth Government Printer



Police Federation of Australia

The National Voice of Policing

Ian Leavers APM
Branch President
Queensland State Branch

PO Box 13008
George Street
Brisbane QLD 4003

Telephone: 07 3259 1900

Facsimile: 07 3259 1994

Email: pfaql@qpu.asn.au

13 July 2020

The Commissioner
Registered Organisations Commission
GPO Box 2983
Melbourne VIC 3001

By email: regorgs@roc.gov.au

Dear Commissioner,

APPLICATION PURSUANT TO SECTION 269 OF THE FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

The Police Federation of Australia, Queensland Police Branch ('**Reporting Unit**') makes application, pursuant to section 269 of *Fair Work (Registered Organisations) Act 2009* (Cth) ('**Act**'), as follows:

RELIEF SOUGHT

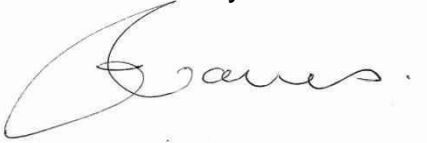
- A. That the Commissioner issues a certificate stating that the financial affairs of the Reporting Unit are encompassed by the financial affairs of the associated State body.
- B. That the Reporting Unit is taken to have satisfied Part 3 of Chapter 8 of the Act.

GROUNDINGS AND REASONS

1. The Queensland Police Union of Employees ('**Associated State Body**') is registered as an industrial organisation under the *Industrial Relations Act 2016* (Qld).
2. Marked and annexed as '**Schedule 1**' is a copy of the certificate of registration of the Associated State Body.
3. The Associated State Body is composed of substantially the same members as the Reporting Unit.
4. Marked and annexed as '**Schedule 2**' is a copy of a decision of the Queensland Industrial Relations Commission with respect to an application for exemption from election in the Associated State Body on the basis of, *inter alia*, the Associated State Body having substantially the same members as the Reporting Unit.
5. The Associated State Body has officers who are substantially the same as designated officers in relation to the Reporting Unit.

6. Marked and annexed as '**Schedule 3**' is a copy of the register of officers of the Associated State Body.
7. The reporting unit is taken to have satisfied Part 3 of Chapter 8 of the Act on the following basis:
 - (a) the Associated State Body has, in accordance with the *Industrial Relations Act 2016* (Qld), prepared accounts, had those accounts audited, provided a copy of the audited accounts to its members, and lodged the audited accounts with the relevant State authority;
 - (b) the Reporting Unit, by this application, has lodged a copy of the audited accounts of the Associated State Body with the Registered Organisations Commission;
 - (c) there are no members of the Reporting Unit that are not members of the Associated State Body;
 - (d) the members of the Reporting Unit received a copy of the audited accounts of the Associated State Body at the same time as the members of the Associated State Body;
 - (e) a report under section 254 of the Act has been prepared by the Reporting Unit ('**Operating Report**'); and
 - (f) all members of the Reporting Unit have been provided with a copy of the Operating Report by publication on the Reporting Unit and Associated State Body's website.
8. Marked and annexed as '**Schedule 4**' is a copy of the audited accounts of the Associated State Body.
9. Marked and annexed as '**Schedule 5**' is a copy of the Operating Report of the Reporting Unit.

Yours faithfully



IAN LEAVERS APM
BRANCH PRESIDENT

APPLICATION PURSUANT TO SECTION 269 OF THE FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

Schedule 1 – Certificate of Registration of the Queensland Police Union of Employees

"The Industrial Arbitration Act of 1916."

**Certificate of Registration of an Industrial Association
or Trade Union of Employees as an Industrial Union.**

I,* JOHN JAMES McGEE, Industrial Registrar. hereby certify that on the twelfth day of June, one thousand nine hundred and seventeen, an Industrial Association [*or* Trade Union] of Employees, called Queensland Police "Union of Employees" was, at Brisbane, in the State of Queensland, registered by that name under "*The Industrial Arbitration Act of 1916*" as an Industrial Union of Employees.

Dated at Brisbane, in the State of Queensland, this twelfth day of June, 1917.

*Title altered on 5 October, 2007 to Queensland Police Union of Employees

(Sgd.) JOHN J. McGEE,
Industrial Registrar.

I HEREBY CERTIFY that this is a true and correct copy of the Certificate of Registration of the Queensland Police Union of Employees which was registered as an Industrial Union of Employees on the twelfth day of June, 1917 under the title Queensland Police "Union of Employees" and whose title was altered to Queensland Police Union of Employees on the fifth day of October, 2007 and whose registration is continued under the Industrial Relations Act 1999.

Dated at Brisbane this eleventh day of July 2013.



APPLICATION PURSUANT TO SECTION 269 OF THE FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

Schedule 2 – RIO/2019/259 – Decision in *Application for Exemption from Holding an Election*



INDUSTRIAL REGISTRY
Industrial Court of Queensland and Queensland Industrial Relations Commission

Mr Ian Leavers
General President
Queensland Police Union of Employees
PO Box 13008
George Street
BRISBANE Q 4003

Dear Mr Leavers

Re: Application for exemption from holding an election [Matter no. RIO/2019/259]

I refer to an application filed in the Industrial Registry on 9 October 2019 by the Queensland Police Union of Employees [QPU] for exemption under section 802 of the *Industrial Relations Act 2016* from holding an election for stated offices.

It is noted that no objections to the application have been lodged in the Registry.


QPU is an employee organisation registered under the *Industrial Relations Act 2016*. Police Federation of Australia is an employee organisation registered under the *Fair Work (Registered Organisations) Act 2009* [C'wealth]. I have perused the affidavit of Ian Leavers and the rules of each of the organisations and am satisfied that the Queensland Police Branch of the Police Federation of Australia is a counterpart federal body of QPU within the meaning of section 597 of the *Industrial Relations Act 2016*.

Being satisfied as required by section 802(2) of the *Industrial Relations Act 2016*, on 15 October 2019 I grant QPU Queensland exemption from holding an election for the following stated offices, in accordance with the Australian Electoral Commission election results declared for election numbered E2019/33 on 24 July 2019.

Office	Number of Positions
Vice-President	1
Treasurer.....	1
Assistant Treasurer	2

The officers are to take up office in accordance with the rules of the Queensland Police Union of Employees.

Yours sincerely


M Shelley
Industrial Registrar
15 October 2019

APPLICATION PURSUANT TO SECTION 269 OF THE FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

Schedule 3 – Register of Officers of the Queensland Police Union of Employees



Form 66 – Register of officers of an [employer][employee] organisation

Industrial Relations Act 2016, sections 735 and 736
Industrial Relations (Tribunals) Rules 2011, rule 202

Information

- To be filed current as at the beginning of each year
- To be filed within 30 days of any elections, appointments or resignation of officers.
- For example, President, Vice President, Secretary, Treasurer, Trustee, Committee Member. Also insert any other position of “office” as defined by the Act (s 599)
- If a person ceases to hold office after the last election declaration of appointment, all details are to be inserted in the relevant columns.

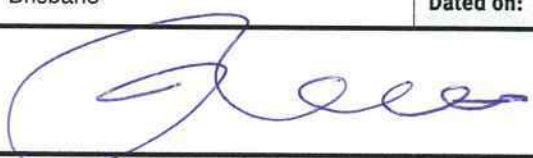
For further information please contact the Industrial Registry on 1300 592 987 or via email at qirc.registry@qirc.qld.gov.au

Organisation:	Queensland Police Union of Employees		
Name of contact person:	Ian Leavers		
Postal address:	217 North Quay		
	Suburb/Town	Brisbane	Postcode 4000
Phone number:	3259 1900	Fax number:	3259 1994
Mobile number:	[REDACTED]		
Email address:	[REDACTED]		

Name of officer (in full)	Title of office	Last date of election declaration or appointment	Residential address	Date person ceased to be an officer
Please see attached		/ /		/ /

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I certify that the above is a full and true list of the officers of the above-named employer employee organization as at / /20 and all such officers are over the age of 18 years.

Dated at:	Brisbane	Dated on:	18/10/19
Signature:			
Print name:	Tom John Leavers		
Position held:	General President		

Name of officer (in full)	Title of office	Last date of election declaration or appointment	Residential address	Date person ceased to be an officer
Ian John Leavers	General President	22.02.2019	51 Logan Court, Mt. Cootey, QLD 4074	
Grant Stanley Wilcox	Vice President	25.07.2018	68 Campbell Court, Bribie QLD 4500	24.07.2019
Shane Allan Prior	Vice President	24.07.2019	65 Campbell Court, Bribie QLD 4500	
Peter John Thomas	Treasurer	24.07.2019	50 Bribie Terrace, Mt. Cootey QLD 4074	
Kevin John Groth	Assistant Treasurer	24.07.2019	40 Campbell Avenue, Eumundi QLD 4704	
Colin Mark Muller	Assistant Treasurer	24.07.2019	7 Muller Avenue, Eumundi, VIC 3605	
Martin Derek Bristow	Executive Member Far Northern Region	28.06.2017	221 Bribie Terrace, Mt. Cootey, QLD 4074	
Peter John Thomas	Executive Member Northern Region	10.06.2019	50 Bribie Terrace, Mt. Cootey, QLD 4074	
Kevin John Groth	Executive Member Central Region	28.06.2017	40 Campbell Avenue, Eumundi, QLD 4704	
Grant Stanley Wilcox	Executive Member North Coast Region	10.06.2019	68 Campbell Court, Bribie QLD 4500	
Colin Mark Muller	Executive Member Southern Region	28.06.2017	7 Muller Avenue, Eumundi, VIC 3605	
Andrew Ross Williams	Executive Member South East Region	10.06.2019	407 Bribie Terrace, Mt. Cootey, QLD 4074	
Kerrie-Sue Anne Haines	Executive Member Metro North Region	26.11.2018	64 Dunlop Hill Street, Kippa-Ring, QLD 4054	
Shayne Marvin Treasure	Executive Member Metro South Region	10.06.2019	600 Bribie Terrace, Mt. Cootey, QLD 4074	
Shane Allan Prior	Executive Member HQ & Support Region	28.06.2017	65 Campbell Court, Bribie QLD 4500	
Anthony Paul Collins	Assistant Treasurer	26.07.2017	40 Campbell Terrace, Murrumbidgee, QLD 4105	10.06.2019
Anthony Paul Collins	Executive Member Metro South Region	18.08.2015	40 Campbell Terrace, Murrumbidgee, QLD 4105	10.06.2019
Philip John Notaro	Executive Member South East Region	18.06.2015	6 Kari Court, Bribie, QLD 4500	10.06.2019

APPLICATION PURSUANT TO SECTION 269 OF THE FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

Schedule 4 – Financial Reports of the Queensland Police Union of Employees

**QUEENSLAND POLICE UNION OF EMPLOYEES
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

**QUEENSLAND POLICE UNION OF EMPLOYEES
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	2019 \$	2018 \$
REVENUE AND OTHER INCOME			
Revenue	2	11,166,711	11,135,249
Interest income	2	133,308	133,868
Other gains/(losses)	2	2,327,534	(731,977)
		13,627,553	10,537,140
EXPENSES			
Member Services		(187,329)	(85,323)
Benevolent Fund		(55,500)	(524,599)
Legal Defence Fund		(1,856,687)	(1,855,422)
Industrial Representation		(234,457)	(87,022)
Affiliation Costs		(300,291)	(298,372)
Branches, Executives & FTOs		(1,432,028)	(1,331,851)
Property Costs		(287,233)	(333,359)
Staff Costs		(3,131,765)	(2,881,917)
Marketing & PR Costs		(435,456)	(352,865)
General Administration		(454,791)	(480,884)
Investment Expenses		(496,641)	(347,904)
Communication Costs		(208,168)	(295,998)
Other Expenses		(144,472)	(164,544)
		(9,224,818)	(9,040,060)
Profit before income tax expense		4,402,735	1,497,080
Income tax expense	1a	-	-
Profit attributable to members of the entity		4,402,735	1,497,080
OTHER COMPREHENSIVE INCOME			
<i>Items that will not be reclassified to profit or loss:</i>			
Change in fair value of land and buildings		-	-
Total Comprehensive Income of the Union		4,402,735	1,497,080

The above financial statements should be read in conjunction with the accompanying notes

QUEENSLAND POLICE UNION OF EMPLOYEES
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2019

	Note	2019	2018
CURRENT ASSETS		\$	\$
Cash and cash equivalents	4	5,138,067	4,698,234
Trade and other receivables	7	74,252	82,590
Financial assets at fair value through profit or loss	5	21,756,903	17,196,311
Other assets	8	205,675	204,225
TOTAL CURRENT ASSETS		27,174,897	22,181,360
NON CURRENT ASSETS			
Investment properties	6	4,470,000	4,815,000
Property, plant and equipment	9	5,638,988	5,639,003
TOTAL NON CURRENT ASSETS		10,108,988	10,454,003
TOTAL ASSETS		37,283,885	32,665,363
CURRENT LIABILITIES			
Trade and other payables	10	622,122	583,556
Provisions	11	950,698	669,690
Other liabilities	12	300,768	186,893
TOTAL CURRENT LIABILITIES		1,873,588	1,440,139
NON CURRENT LIABILITIES			
Provisions	11	45,878	233,540
TOTAL NON CURRENT LIABILITIES		45,878	233,540
TOTAL LIABILITIES		1,919,466	1,673,679
NET ASSETS		35,364,419	30,961,684
MEMBERS' FUNDS			
Retained earnings		30,892,259	26,489,524
Asset revaluation reserve	14	4,472,160	4,472,160
TOTAL MEMBERS' FUNDS		35,364,419	30,961,684

The above financial statements should be read in conjunction with the accompanying notes

**QUEENSLAND POLICE UNION OF EMPLOYEES
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	2019 \$	2018 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipts from members		11,191,450	10,721,795
Receipts from other income		133,322	162,542
Payments to suppliers, members and employees		(9,748,898)	(10,200,752)
Dividends received		644,536	737,192
Interest received		133,308	133,868
Rent received		325,431	358,873
NET CASH PROVIDED BY OPERATING ACTIVITIES	17b	2,679,149	1,913,517
CASH FLOW FROM INVESTING ACTIVITIES			
Proceeds from sale of financial assets at FVPL		7,312,511	233,784
Payments for financial assets at FVPL		(9,370,222)	(284,308)
Purchase of property, plant & equipment		(190,191)	(201,519)
Proceeds from disposal of property, plant & equipment		8,586	-
NET CASH USED IN INVESTING ACTIVITIES		(2,239,316)	(252,043)
Net increases in cash and cash equivalents		439,833	1,661,474
Cash and cash equivalents at beginning of period		4,698,234	3,036,760
CASH AND CASH EQUIVALENTS AT END OF PERIOD	17a	5,138,067	4,698,234

The above financial statements should be read in conjunction with the accompanying notes

**QUEENSLAND POLICE UNION OF EMPLOYEES
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Retained Earnings	Asset Revaluation Reserve	TOTAL
At 31 December 2017	24,992,444	4,472,160	29,464,604
Profit for the year	1,497,080	-	1,497,080
Other comprehensive income	-	-	-
Total comprehensive income for the year	1,497,080	-	1,497,080
At 31 December 2018	26,489,524	4,472,160	30,961,684
Profit for the year	4,402,735	-	4,402,735
Other comprehensive income	-	-	-
Total comprehensive income for the year	4,402,735	-	4,402,735
At 31 December 2019	30,892,259	4,472,160	35,364,419

The above financial statements should be read in conjunction with the accompanying notes

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards and Australian Accounting Interpretations adopted by the Australian Accounting Standards Board ("AASB") and the requirements of the *Industrial Relations Act 2016*. The financial statements also comply with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board.

The financial statements of the Queensland Police Union of Employees (the Union) for the year ended 31 December 2019 were authorised for issue in accordance with a resolution from the Committee of Management on the 22nd of April 2020 and covers the Queensland Police Union of Employees as an individual entity.

The Queensland Police Union of Employees is a not-for-profit entity for the purposes of preparing these financial statements. The Queensland Police Union of Employees is a union in Queensland under the *Industrial Relations Act 2016*. The registered office and principal place of business of the Union is 217 North Quay, Brisbane, QLD 4000.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, except for investment properties, land and buildings and financial assets at fair value through profit or loss that have been measured at fair value.

The following significant accounting policies have been adopted in the preparation of the financial statements. The accounting policies have been consistently applied, unless otherwise stated.

New standards, interpretations and amendments adopted

The Union has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period. Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Union.

The following Accounting Standards and Interpretations are most relevant to the Union:

AASB 15 Revenue from Contracts with Customers

The Union has adopted AASB 15 from 1 January 2019. The standard provides a single comprehensive model for revenue recognition. The core principle of the standard is that an entity shall recognise revenue to depict the transfer of promised goods or services to customers at an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. The standard introduced a new contract-based revenue recognition model with a measurement approach that is based on an allocation of the transaction price. This is described further in the accounting policies in Note 1(e) below. Credit risk is presented separately as an expense rather than adjusted against revenue. Contracts with customers are presented in an entity's statement of financial position as a contract liability, a contract asset, or a receivable, depending on the relationship between the entity's performance and the customer's payment. Customer acquisition costs and costs to fulfil a contract can, subject to certain criteria, be capitalised as an asset and amortised over the contract period.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

AASB 15 Revenue from Contracts with Customers (continued)

The Union's revenue streams such as rent income, dividend income, interest income, gains and losses on financial instruments are outside the scope of AASB 15 and, therefore, accounting for those revenue streams did not change as a result of the adoption of AASB 15. The Union's revenue stream that is within the scope of AASB 15 relate to subscription income from members as disclosed in Note 2. At 1 January 2019, the timing or amount of the Union's income from members was not impacted by the adoption of AASB 15 therefore no opening balance adjustment has been recognised. The impact of AASB 15 was limited to the new disclosure requirements and change in accounting policy for revenue recognition.

AASB 1058 Income of Not-for-Profit Entities

The Union has adopted AASB 1058 from 1 January 2019. The standard replaces AASB 1004 'Contributions' in respect to income recognition requirements for not-for-profit entities. The timing of income recognition under AASB 1058 is dependent upon whether the transaction gives rise to a liability or other performance obligation at the time of receipt. Income under the standard is recognised where: an asset is received in a transaction, such as by way of grant, bequest or donation; there has either been no consideration transferred, or the consideration paid is significantly less than the asset's fair value; and where the intention is to principally enable the entity to further its objectives. For transfers of financial assets to the entity which enable it to acquire or construct a recognisable non-financial asset, the entity must recognise a liability amounting to the excess of the fair value of the transfer received over any related amounts recognised. Related amounts recognised may relate to contributions by owners, AASB 15 revenue or contract liability recognised, lease liabilities in accordance with AASB 16, financial instruments in accordance with AASB 9, or provisions in accordance with AASB 137. The liability is brought to account as income over the period in which the entity satisfies its performance obligation. If the transaction does not enable the entity to acquire or construct a recognisable non-financial asset to be controlled by the entity, then any excess of the initial carrying amount of the recognised asset over the related amounts is recognised as income immediately. Where the fair value of volunteer services received can be measured, a private sector not-for-profit entity can elect to recognise the value of those services as an asset where asset recognition criteria are met or otherwise recognise the value as an expense.

The Union did not have revenue streams within the scope of AASB 1058, therefore, the adoption of this standard did not impact the amounts recognised or disclosed in the financial statements.

AASB 16 Leases

The Union has adopted AASB 16 from 1 January 2019. The standard replaces AASB 117 'Leases' and for lessees eliminates the classifications of operating leases and finance leases. Except for short-term leases and leases of low-value assets, right-of-use assets and corresponding lease liabilities are recognised in the statement of financial position. Straight-line operating lease expense recognition is replaced with a depreciation charge for the right-of-use assets (included in operating costs) and an interest expense on the recognised lease liabilities (included in finance costs). In the earlier periods of the lease, the expenses associated with the lease under AASB 16 will be higher when compared to lease expenses under AASB 117. However, EBITDA (Earnings Before Interest, Tax, Depreciation and Amortisation) results improve as the operating expense is now replaced by interest expense and depreciation in profit or loss. For classification within the statement of cash flows, the interest portion is disclosed in operating activities and the principal portion of the lease payments are separately disclosed in financing activities. For lessor accounting, the standard does not substantially change how a lessor accounts for leases.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

AASB 16 Leases

AASB 16 was adopted using the modified retrospective approach and as such comparatives have not been restated. Payments associated with short-term leases of equipment and all leases of low-value assets are recognised on a straight-line basis as an expense in profit or loss. Short-term leases are leases with a lease term of 12 months or less. Low-value assets comprise of small items of equipment. The accounting for these short-term leases and low value asses have not changed under AASB 16. The Union do not have other leases within the scope of AASB 16 therefore the adoption of the standard did not impact the amounts recognised or disclosed in the financial statements.

New and amended accounting standards and interpretations issued but not yet effective

The following new/ amended accounting standards and interpretations have been issued but are not mandatory for financial year ended 31 December 2019. They have not been adopted in preparing the financial statements for the year ended 31 December 2019 and may impact the group in the period of initial application. In all cases, the Union intends to apply these standards from application date as indicated in the table below. It is expected that the adoption of these standards not yet effective will not have a significant impact on the Union's financial statements in the period of initial application.

Title	OPERATIVE DATE (Annual reporting periods beginning on or after)
AASB 1059 Service Concession Arrangements: Grantors	1 Jan 2020
AASB 2019-2 Amendments to Australian Accounting Standards - Implementation of AASB 1059	1 Jan 2020
AASB 2019-2 Amendments to Australian Accounting Standards - Disclosures in Special Purpose Financial Statements of Not-for-Profit Entities on Compliance	Annual periods ending 30 June 2020

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

a) Income Tax

The income of the union is exempt from income tax under section 50-15 of the ITAA 1997.

b) Property Plant and Equipment

Land and buildings are measured at fair value less accumulated depreciation. Any accumulated depreciation at revaluation date is eliminated against the gross carrying amount of the asset and the net amount is restated as the revalued amount of the asset. A revaluation surplus is credited to other comprehensive income (asset revaluation surplus) unless it reverses a revaluation decrease on the same asset previously recognised in profit or loss. A revaluation deficit is recognised in profit or loss unless it directly offsets a previous revaluation surplus on the same asset in the asset revaluation surplus. An annual transfer is made from the asset revaluation surplus to retained earnings for the depreciation charge recognised in profit or loss (net of tax) relating to the revaluation surplus. On disposal, any revaluation surplus relating to sold assets is transferred to retained earnings. Independent valuations are performed regularly to ensure that the carrying amounts of land and buildings does not differ materially from that of the fair value at the end of the reporting period.

All other plant and equipment is stated at historical cost, including costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management, less depreciation and any impairment.

Land is not depreciated. Depreciation on motor vehicles is calculated on a diminishing balance method at the rate detailed below. Depreciation on other assets is calculated on a straight-line basis over the estimated useful life, or in the case of leasehold improvements and certain leased plant and equipment, the shorter lease term, as follows:

Class of Property Plant and Equipment	Depreciation Rate
Buildings	4% Straight line
Plant and equipment & Furniture and Fittings	20 - 30% Straight line
Motor Vehicles	33% Diminishing balance
Office equipment and kitchen equipment	20 - 50% Straight line

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period.

Gains and losses on disposals are calculated as the difference between the net disposal proceeds and the asset's carrying amount and are included in profit or loss in the year that the item is derecognised.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

c) Employee Entitlements

Short-term employee provisions

Provision is made for the Union's liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year together with entitlements arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at their nominal amount. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

Other long-term employee provisions

Provision is made for employees' long service leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render their related service. Other employee entitlements payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those entitlements. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Upon the re-measurement of obligations for other long-term employee benefits, the net change in the obligation is recognised in profit or loss as part of employee benefits expense. The Union's obligations for long-term employee benefits are presented as non-current employee provisions in its statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current provisions.

Contributions are made by the Union to an employee superannuation fund and are charged as expenses when incurred.

d) Cash and Cash Equivalents

For the purposes of the statement of cash flows, cash includes cash on hand and at call deposits with banks or financial institutions, investments in money market instruments maturing within less than three months and net of bank overdrafts.

e) Revenue

Accounting policy applicable from 1 January 2019

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the incorporated association is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the incorporated association: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Revenue from subscription fees and other receipts from members are recognised over time, as the services are delivered to the members.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Interest revenue

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Dividend income

Dividend income is recognised when the Union has established that it has a right to receive a dividend.

Rental income

Rental income from operating leases, where the Union is a lessor, is recognised in profit or loss on a straight-line basis over the lease term.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

All revenue is stated net of the amount of goods and services tax (GST).

Accounting policy applicable until 31 December 2018

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the group and the revenue can be reliably measured. All revenue is stated net of the amount of goods and services tax (GST).

Subscription Revenue is recognised on a proportional basis depending on the membership period to which the income relates.

Interest income is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Dividend income is recognised when the Union has established that it has a right to receive a dividend.

f) Comparative Figures

Where required, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

g) Goods and Services Tax (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 Tax 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 the expense. Receivables and payables in the statement of financial position are shown exclusive of GST.

h) Impairment of Assets

At each reporting date, the Union 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 asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the Union estimates the recoverable amount of the cash-generating unit to which the asset belongs. Where an impairment loss on a revalued asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

i) Investment Properties

Investment properties held for rental are initially measured at cost including transaction costs. Subsequent to initial recognition, investment properties are carried at fair value, which is based on active market prices, adjusted if necessary, for any difference in the nature, location or condition of the specific asset. Fair value is determined based on an annual valuation performed by an accredited external, independent valuer, applying a valuation model appropriate for the investment property.

Transfers are made to or from investment property only when there is a change in use. For a transfer from investment property to owner-occupied property, the deemed cost for subsequent accounting is the fair value at the date of change in use. If owner-occupied property becomes an investment property, the Union accounts for such property in accordance with the policy stated under property, plant and equipment up to the date of change in use. Gains and losses arising from changes in fair values of investment properties are included in profit or loss as part of other income in the year in which they arise.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

j) Financial Instruments

Financial assets

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (OCI), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Union's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Union initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (SPPI) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Union's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Union commits to purchase or sell the asset.

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in categories:

- Financial assets at amortised cost
- Financial assets at fair value through other comprehensive income
- Financial assets at amortised cost

The Union measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and;
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

Financial assets at amortised cost are subsequently measured using the effective interest (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

The Union's financial assets at amortised cost includes cash and trade and other receivables.

Classification of financial assets at fair value through profit or loss

Financial assets that are not measured at amortised cost or at fair value through other comprehensive income, are classified as financial assets at fair value through profit or loss. This includes investments that are not interest bearing notes or term deposits. All gains and losses from these investments, and all fair value movements, are directly recognised through profit or loss.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

The Union's financial assets at fair value through profit or loss includes investments in listed shares and units in funds under management.

Fair value

Financial assets at fair value through profit or loss are recognised and measured at fair value on a recurring basis.

- *Listed investments*: the fair value is based on quoted prices (unadjusted) in active markets for identical assets.
- *Interest bearing notes*: fair value is determined using quoted prices or dealer quotes for similar instruments.
- *Funds under management*: fair value is determined by the fund manager's value calculation (which is generally based on the market value of underlying listed investments; and on valuations obtained by the manager, for unlisted assets held in the managed fund portfolio).

Financial Liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, at amortised cost unless or at fair value through profit or loss. All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Union's financial liabilities include trade and other payables.

k) Trade and Other Payables

Trade payables and other payables represent liabilities for goods and services provided to the Union prior to the end of the financial year that are unpaid. These amounts are usually settled in 30 days. It also includes the amount of annual leave accrued by all employees as at the end of the financial year. The carrying amount of the creditors and payables is deemed to reflect fair value.

l) Income Received in Advance

All Union dues paid as at the end of the financial year that relate to future periods are accounted for as 'Income Received in Advance' at the actual amounts paid.

m) Fair values

Fair values may be used for financial asset and liability measurement and well as for sundry disclosures. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. It is based on the presumption that the transaction takes place either in the principal market for the asset or liability or, in the absence of a principal market, in the most advantageous market. The principal or most advantageous market must be accessible to, or by, the Union.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their best economic interest. The fair value measurement of a non-financial asset takes into account the market participant's ability to generate economic benefits by using the asset at its highest and best use or by selling it to another market participant that would use the asset at its highest and best use. In measuring fair value, the Union uses valuation techniques that maximise the use of observable inputs and minimise the use of unobservable inputs.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

n) 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.

Fair value measurement of non-financial assets

The Union requires the measurement of fair values, for both financial and non-financial assets and liabilities. The Union has an established control framework with respect to the measurement of fair values. Significant fair value measurements are overseen and reviewed regularly, including unobservable inputs and valuation adjustments. If third party information is used to measure fair values, the Union assesses the evidence obtained from the third parties to support the conclusion that such valuations meet the requirements of AASBs, including the level in the fair value hierarchy in which such valuations should be classified.

Any significant valuation issues are reviewed by the Union's Committee of Management.

When measuring the fair value of an asset or a liability, the Union uses market observable data as far as possible. Fair values are categorised into different levels in a fair value hierarchy based on the inputs used in the valuation techniques as follows.

- Level 1 - quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2 - inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices).
- Level 3 - inputs for the asset or liability that are not based on observable market data (unobservable inputs).

If the inputs used to measure the fair value of an asset or a liability might be categorised in different levels of the fair value hierarchy, then the fair value measurement is categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement. The Union recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

Further information about the assumptions made in measuring fair values for investment properties are included in note 6 and land and buildings included in note 9.

Employee benefits provision

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

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

o) New, revised or amended Accounting Standards and Interpretations adopted

The Union has adopted all of the new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period. Any new, revised or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Union.

p) Going Concern

The Union operates as a going concern, with funds from membership subscriptions.

Going Concern - financial support received

The Union's ability to continue as a going concern is not reliant on the agreed financial support of another reporting unit.

Going Concern - financial support provided

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

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 2: REVENUE AND OTHER INCOME

	2019	2018
	\$	\$
REVENUE		
<i>Revenue from contracts with customers</i>		
Subscriptions income from members	10,075,542	9,891,419
<i>Other revenue</i>		
Rental income from investment property	325,431	358,873
Dividend income	644,536	737,192
Other revenue	121,202	147,765
	<u>11,166,711</u>	<u>11,135,249</u>
INTEREST INCOME	<u>133,308</u>	<u>133,868</u>
OTHER GAINS/(LOSSES)		
Net fair value gain/(losses) on financial assets at fair value through profit or loss	2,644,835	(731,749)
Fair value movement in investment property	(345,000)	(20,000)
Gain on disposal of financial assets	23,577	951
Gain on disposal of property, plant and equipment	4,122	18,821
	<u>2,327,534</u>	<u>(731,977)</u>
TOTAL REVENUE AND OTHER INCOME	<u>13,627,553</u>	<u>11,298,889</u>

NOTE 3: EXPENSES

	2019	2018
	\$	\$
Profit/(loss) before income tax includes the following specific expenses:		
Depreciation on non-current assets		
Buildings	57,150	53,428
Plant and Equipment	2,672	1,903
Furniture and Fittings	6,054	6,083
Motor Vehicles	34,436	32,325
Office Equipment	83,581	81,766
Total Depreciation on property, plant and equipment	<u>183,893</u>	<u>175,505</u>
	2019	2018
	\$	\$
Audit fee	41,550	35,500
Other services	2,000	34,897
Loss on disposal of financial assets	165,531	5,823
Employee benefits expenses:		
Wages and Salaries	2,548,934	2,189,253
Superannuation	256,450	254,935
Other employee expenses	326,381	437,730
Total employee benefits expenses:	<u>3,131,765</u>	<u>2,881,918</u>

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 4: CASH AND CASH EQUIVALENTS

	2019	2018
	\$	\$
Cash at bank	5,136,967	4,697,134
Cash on hand	1,100	1,100
	<u>5,138,067</u>	<u>4,698,234</u>

NOTE 5: FINANCIAL ASSETS

	2019	2018
	\$	\$
Financial assets at fair value through profit or loss:-		
Shares	11,849,635	10,521,451
Managed Funds	9,907,268	6,674,860
	<u>21,756,903</u>	<u>17,196,311</u>

As disclosed in Note 1 (j) the Union's financial assets at fair value through profit or loss are recorded at fair value. These instruments are included as Level 2 Financial Instruments as the lowest level of inputs that is significant to the entire fair value measurement are inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.

NOTE 6: INVESTMENT PROPERTIES

	2019	2018
	\$	\$
<i>At fair value</i>		
Units, 43 Didsbury Street	1,400,000	1,400,000
Unit 344, Aurora Tower	585,000	550,000
50 Perkins Street, Townsville	915,000	940,000
301.1 Da Vinci Business Park	1,340,000	1,700,000
Unit 44, Park Regis Brisbane	230,000	225,000
	<u>4,470,000</u>	<u>4,815,000</u>

(a) Movements in investment property

Balance at beginning of the year	4,815,000	4,835,000
Fair value adjustment in investment property	(345,000)	(20,000)
Balance at the end of the year	<u>4,470,000</u>	<u>4,815,000</u>

	2019	2018
	\$	\$
(b) Profit from investment property		
Rental income from investment property	325,431	358,873
Direct property expenditures (including repairs and maintenance) from property generating rental income	(175,814)	(184,107)
Direct property expenditures (including repairs and maintenance) from property that did not generate rental income (included in cost of sales)	(22,504)	(19,689)
Profit from investment property carried at fair value	<u>127,113</u>	<u>155,077</u>

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 6: INVESTMENT PROPERTIES (CONTINUED)

	2019	2018
	\$	\$
<i>Operating lease receivable</i>		
Future minimum lease payments expected to be received in relation to non-cancellable operating leases:		
Not later than 1 year	146,738	268,731
Later than 1 and not later than 5 years	31,284	91,168
Later than 5 years	-	-
Total future minimum lease payments	178,022	359,899

All property leases are short term (less than 1 year), except for the Da Vinci property which is for a non-cancellable three-year term, with rent paid monthly in advance. An option exists for the lessee to renew the lease at the end of the three-year term for an additional term of two plus two years. The Park Regis Unit is also for a non-cancellable three-year term, with rent paid monthly in arrears. An option exists for the lessee to renew the lease at the end of the three-year term for an additional term of three years.

(c) Revaluation of investment properties

The Union's investment properties consist of one commercial property, three residential properties and one plot of vacant land, all in Australia. Management determined that the investment properties consist of one class of asset under AASB 13, *Fair Value Measurement*, based on the nature, characteristics and risks of the properties.

Fair value of the properties was determined using the income approach and direct comparison approach. The income approach was based on estimated rental value of for the properties. Market rentals and capitalisation rates are estimated by the independent valuer based on comparable transactions and industry data. The direct comparison approach is based on the comparable sales evidence in the immediate locality where the property is located. The valuations performed by the valuer are based on active market prices, significantly adjusted for the difference in the nature, location or condition of the specific property.

As at the date of revaluation, the properties' fair values are based on independent valuations undertaken in December 2019 by Mr Henry Brown (Registered Valuer No. 3775), Mr Carlo Lando (Registered Valuer No. 2534), and Mr Geoff Duffield (Registered Valuer No. 2181), all AAPI certified, and all from Taylor Byrne. They are accredited independent valuers who have valuation experience for similar properties in Australia since 2000.

The Union has no restrictions on the realisability of its investment properties and no contractual obligations to purchase, construct or develop investment properties or for repairs, maintenance and enhancements.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 6: INVESTMENT PROPERTIES (CONTINUED)

Fair value hierarchy

The fair value measurement for the properties has been categorised as a level 3 fair value based on the inputs to the valuation technique used. Details of the significant unobservable inputs used and relationship between unobservable inputs and fair value follow:

31 December 2019

	Unobservable inputs	Range of inputs	Relationship between unobservable inputs and fair value
Income Approach	Market gross rent per annum	(\$76,440 to \$155,534) (weighted average \$115,987)	The higher the gross rent, the higher the fair value
	Capitalisation rate	4.88% to 11.19% (weighted average 8.04%)	The higher the capitalisation rate, the lower the fair value
Direct Comparison Approach	Sale Rate per unit	\$214,000 to \$620,000 (weighted average \$417,000)	The higher the sale rate, the higher the fair value

31 December 2018

	Unobservable inputs	Range of inputs	Relationship between unobservable inputs and fair value
Income Approach	Market gross rent per annum	\$76,440 to \$163,021 (weighted average \$119,731)	The higher the gross rent, the higher the fair value
	Capitalisation rate	4.2% to 9.25% (weighted average 6.6%)	The higher the capitalisation rate, the lower the fair value
Direct Comparison Approach	Sale Rate per unit	\$150,000 to \$600,000 (weighted average \$375,000)	The higher the sale rate, the higher the fair value

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 7: TRADE AND OTHER RECEIVABLES

	2019	2018
	\$	\$
Members Accounts	8,181	22,778
Benevolent Fund Loans	54,712	45,162
Journal Debtors	10,559	13,850
Deposits	800	800
	<u>74,252</u>	<u>82,590</u>

NOTE 8: OTHER ASSETS

Prepayments	205,555	204,105
Shares in Qld Police Union Legal Group	120	120
	<u>205,675</u>	<u>204,225</u>

NOTE 9: PROPERTY, PLANT AND EQUIPMENT

	2019	2018
	\$	\$
Land and buildings - at valuation 2017	5,432,760	5,420,660
Accumulated depreciation	(110,578)	(53,429)
	<u>5,322,182</u>	<u>5,367,232</u>
Plant and Equipment at cost	13,361	10,553
Accumulated depreciation	(6,585)	(3,913)
	<u>6,776</u>	<u>6,640</u>
Furniture and fittings at cost	60,733	58,386
Accumulated depreciation	(27,649)	(21,594)
	<u>33,084</u>	<u>36,792</u>
Motor Vehicles at cost	148,754	138,323
Accumulated depreciation	(47,495)	(39,113)
	<u>101,259</u>	<u>99,210</u>
Office Equipment at cost	402,796	295,164
Accumulated depreciation	(227,109)	(166,035)
	<u>175,687</u>	<u>129,129</u>
TOTAL PROPERTY PLANT & EQUIPMENT	<u>5,638,988</u>	<u>5,639,003</u>

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 9: PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

a. Movements in Carrying Amounts

	Land and buildings	Plant & Equipment	Furniture & Fittings	Motor Vehicles	Office Equipment	Total
	\$	\$	\$	\$	\$	\$
Carrying amount at beginning of year, 1 January 2019	5,367,232	6,640	36,792	99,210	129,129	5,639,003
Additions	12,100	2,808	2,346	40,950	131,987	190,191
Disposals	-	-	-	(4,465)	(1,848)	(6,313)
Depreciation expense	(57,150)	(2,672)	(6,054)	(34,436)	(83,581)	(183,893)
Carrying amount at end of year - 31 December 2019	5,322,182	6,776	33,084	101,259	175,687	5,638,988

(b) Fair value measurement of land and buildings

The fair value of freehold land and buildings is determined at least every three years based on valuations by an independent valuer. At the end of each intervening period, the management reviews the independent valuation and, when appropriate, update the fair value measurement to reflect current market conditions using a range of valuation techniques, including recent observable market data and discounted cash flow methodologies.

The fair value of land and buildings at 31 December 2017 is based on an independent valuation undertaken in December 2017 by Mr Henry Brown (Registered Valuer No. 23775), AAPI certified, of Taylor Byrne. Management determined that this constitutes one class of asset under AASB 13, based on the nature, characteristics and risks of the property. Fair value of the property was determined by using the direct comparison with sales evidence. The valuation performed by the valuer using the direct comparison approach are based on active market prices, significantly adjusted for the difference in the nature, location or condition of the specific property.

Measurement of Fair Value at 31 December 2019

Assets Measured at Fair Value	Level 1	Level 2	Level 3
Land and buildings	-	-	5,322,182

Measurement of Fair Value at 30 December 2018

Assets Measured at Fair Value	Level 1	Level 2	Level 3
Land and buildings	-	-	5,367,232

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 9: PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

(i) Fair value hierarchy

The fair value of land and buildings was determined by external, independent property valuers, having appropriate recognised professional qualifications and recent experience in the location and category of the property being valued. The independent valuers provide the fair value of the Union's properties at least every three years. As at the date of revaluation, 31 December 2017, the property's fair value is based on valuations performed by Mr Henry Brown (Registered Valuer No. 23775), AAPI certified, of Taylor Byrne. The fair value measurement has been categorised as follows based on the inputs to the valuation technique used (see Note 1).

(ii) Level 3 fair value - valuation techniques and significant unobservable inputs

Fair value of the property was determined by using the market comparable method. This means that the valuation performed by the valuer is based on active market prices, significantly adjusted for the difference in the nature, location or condition of the specific property. A significant increase (decrease) in estimated comparable sale in isolation would result in a significantly higher (lower) fair value.

NOTE 10: TRADE AND OTHER PAYABLES

	2019 \$	2018 \$
Trade Payables	376,424	388,864
Accruals	221,074	157,068
Other Payables	24,624	37,624
	622,122	583,556

NOTE 11: PROVISIONS

	2019 \$	2018 \$
Current		
Provision for Annual Leave	434,482	377,688
Provision for Long Service Leave	516,216	292,002
	950,698	669,690
Non-Current		
Provision for Long Service Leave	45,878	233,540
	45,878	233,540

Long Service Leave

Long term employee benefits comprise amounts payable for long service leave which are not vested at the end of the reporting period and the amount and timing of payments to be made when leave is taken is uncertain. Refer to accounting policy for more details.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 12: OTHER LIABILITIES

Members Subscriptions in Advance	300,768	186,893
	300,768	186,893

NOTE 13: LEGAL FEES

Legal fees were paid as follows:-

Legal Defence	1,747,881	1,714,673
Administration	156,692	182,645
Industrial	159,615	14,905
	2,064,188	1,912,223

Gilshenan and Luton, McInnes Wilson, Sciaccas, and Hall Payne or their agents act as solicitors on behalf of the Queensland Police Union of Employees.

NOTE 14: ASSET REVALUATION RESERVE

Opening Balance	4,472,160	4,472,160
Increase/(decrease) in fair value of land and buildings	-	-
Closing Balance	4,472,160	4,472,160

The asset revaluation surplus records increments and decrements on the revaluation of land and building. On disposal, the balance in the asset revaluation surplus relating to the asset is transferred to Accumulated Funds.

NOTE 15: REMUNERATION OF COMMITTEE OF MANAGEMENT (EXECUTIVE COMMITTEE)

(a) Key management personnel compensation

	2019	2018
	\$	\$
Short-term employee benefits	1,223,332	1,208,763
Post-employment benefits	71,685	88,469
Other long-term benefits	-	-
Income received by members of the Committee of Management	1,295,017	1,297,232

This includes salaries, superannuation, allowances paid, motor vehicle costs for FBT, telephone costs and fringe benefits paid.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 15: REMUNERATION OF COMMITTEE OF MANAGEMENT (EXECUTIVE COMMITTEE) (CONTINUED)

(b) Names of the Committee of Management (Executive Committee) that held Office during the financial year.

General President & CEO	Ian Leavers
General Secretary	Mick Barnes
Assistant General Secretary	Shayne Maxwell
Metropolitan North	Kerrie Haines
Southern Region	Col Muller
Far Northern Region	Marty Bristow
Northern Region and Treasurer	Peter Thomas
Central Region	Kev Groth
North Coast Region	Grant Wilcox
Headquarters & Support Region and Vice President	Shane Prior
Metropolitan South Region	Tony Collins (ceased 30 June 2019)
Metropolitan South Region	Shayne Treasure (commenced 1 July 2019)
South Eastern Region	Phil Notaro (ceased 30 June 2019)
South Eastern Region	Andy Williams (commenced 1 July 2019)

NOTE 16: COMMITMENTS

There are no ongoing commitments.

NOTE 17: CASH FLOW INFORMATION

For the purpose of the statement of cash flows, cash includes cash on hand and at call deposits with financial institutions.

a) Reconciliation of Cash

Cash at the end of the financial year is reconciled to the related items in the balance sheet as follows:-

	2019	2018
	\$	\$
Cash at bank	5,136,967	4,697,134
Cash on hand	1,100	1,100
	<u>5,138,067</u>	<u>4,698,234</u>

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 17: CASH FLOW INFORMATION (CONTINUED)

b) Reconciliation of cash flow from operations with profit from ordinary activities after income tax

	2019	2018
	\$	\$
Profit for the year	4,402,735	1,497,079
<i>Add/deduct: Reconciling items</i>		
Depreciation	183,893	175,506
(Profit)/Loss on sale of investments	141,954	(951)
(Profit)/Loss on sale of property, plant and equipment	(2,273)	(18,821)
Fair value movement in financial assets	(2,644,835)	731,749
Fair value movement in investment properties	345,000	20,000
<i>Movements in operating assets and liabilities</i>		
(Increase) / decrease in trade and other receivables	8,338	(23,275)
(Increase) / decrease in other assets	(1,450)	(73,143)
Increase / (decrease) in trade and other payables	38,566	(118,061)
Increase / (decrease) in provisions	93,347	(141,076)
Increase / (decrease) in other liabilities	113,874	(135,490)
	<u>2,679,149</u>	<u>1,913,517</u>

NOTE 18: CONTINGENCIES

Contingent Liabilities

At 31 December 2019, the Queensland Police Union of Employees had no contingent liabilities to disclose.

NOTE 19: AUDITORS REMUNERATION

	2019	2018
	\$	\$
Value of the services provided		
Financial statement audit services	37,000	35,500
Other services	4,000	17,215
Total remuneration of auditors	<u>41,000</u>	<u>52,715</u>

No other services were provided by the auditors of the financial statements.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 20: FINANCIAL RISK MANAGEMENT

General objectives, policies and processes

The Committee of Management has overall responsibility for risk management. The Committee of Management has established risk management policies designed to identify and monitor risks from financial instruments and ensure any adverse effects from these risks are minimised. The Committee of Management meets on a regular basis to review compliance with risk management policies and to analyse financial risk exposure in the context of the current economic environment. The main risks the Union is exposed to through its financial instruments are liquidity risk, and market risk relating to interest rate and other price risks.

There have been no substantive changes in the Union's exposure to financial instrument risks, 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. Financial instrument risk arises from cash and cash equivalents, investments in shares, trade receivables and trade and other payables.

Categories of Financial Instruments

	2019	2018
	\$	\$
Financial Assets		
Cash at bank	5,138,067	4,698,234
Trade Debtors and other receivables	74,252	82,590
Financial assets at fair value through profit or loss	21,756,903	17,196,311
Carrying amount of financial assets	26,969,222	21,977,135
Financial Liabilities		
Trade and other payables	622,122	770,449
Carrying amount of financial liabilities	622,122	770,449

(a) Credit Risk

Credit is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. Credit risk arises on cash at bank, financial assets at fair value through profit or loss, and trade and other receivables. The objective of the Union is to minimise exposure to credit risk.

The Union does not have any material credit risk exposure to any single debtor or Union of debtors under financial instruments entered into by the economic entity.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 20: FINANCIAL RISK MANAGEMENT (CONTINUED)

The carrying amounts of financial instruments best represent the maximum credit risk exposure at the reporting date. No collateral is held as security for financial assets held. No financial assets are considered past due as all payments are considered recoverable when contractually due. The Union's financial instruments exposed to credit risk amounted to the following:

	2019	2018
Financial Assets	\$	\$
Cash and cash equivalents	5,138,067	4,698,234
Trade and other receivables	74,252	82,590
Financial assets at fair value through profit or loss	21,756,903	17,196,311
Total	26,969,222	21,977,135

Credit quality of financial instruments not past due or individually determined as impaired

	Not Past Due Nor Impaired	Past due or impaired	Not Past Due Nor Impaired	Past due or impaired
	2019	2019	2018	2018
	\$	\$	\$	\$
Trade Debtors and other receivables	73,678	574	77,589	5,000
Total	73,678	574	77,589	5,000

The Union does not provide credit accounts to its members or any customer that is related to its operation. The Union is stringent on collection of receivables and has a maximum of 60 days credit terms.

Ageing of financial assets that were past due but not impaired for 2019

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	\$	\$	\$	\$	\$
Trade Debtors and other Receivables	73,678	-	-	574	74,252
Total	73,678	-	-	574	74,252

Benevolent Loans granted to Members requiring financial assistance, with repayment terms normally between one and five years are classed as 0 to 30 days if repayments are current and as per agreement

(b) Liquidity Risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Union does not have any foreseeable reduction in the number of union members, therefore the exposure to this risk is minimal.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 20: FINANCIAL RISK MANAGEMENT (CONTINUED)

Contractual maturities for financial liabilities 2019

	Carrying amount	< 1 month \$	1-3 months \$	3-12 months \$	>1 year \$	Total \$
Trade and other payables	622,122	622,122	-	-	-	-
Total	622,122	622,122	-	-	-	-

Contractual maturities for financial liabilities 2018

	Carrying amount	< 1 month \$	1-3 months \$	3-12 months \$	>1 year \$	Total \$
Trade and other payables	770,449	770,449	-	-	-	-
Total	770,449	770,449	-	-	-	-

(c) Market Risk

The objective of the Union's market risk management is to manage and control market risk exposures in order to optimise risk and return. Market risk is the risk that changes in interest rates, foreign exchange rates or other prices and other volatilities in market prices will have an adverse effect on the Union's financial condition or results. Market risk comprises interest rate risk and other market price risk. The Union is not exposed to currency risk. The Union trades in the financial assets at fair value at profit or loss which exposes the Union to the changes in market prices. The Union is exposed to interest rate risk arising from changes in market interest rates.

Interest rate risk

Interest rate risk is the risk of variability of the fair value or future cash flows arising from financial instruments due to the changes in interest rates. 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 risk is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates. Interest rate risk arises on balances of cash and cash equivalents.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 20: FINANCIAL RISK MANAGEMENT (CONTINUED)

The following table illustrates sensitivities to the Union's exposures to changes in interest rates:

2019	Carrying amount	Change in Interest rates	Effect on equity	
			Profit and Loss	Equity
			\$	\$
Cash and cash equivalents	5,138,067	+ 1%	51,381	51,381
		- 1%	(51,381)	(51,381)

2018	Carrying amount	Change in Interest rates	Effect on equity	
			Profit and Loss	Equity
			\$	\$
Cash and cash equivalents	4,698,234	+ 1%	46,982	46,982
		- 1%	(46,982)	(46,982)

NOTE 21: FAIR-VALUE MEASUREMENT

Management of the Union assessed that cash and cash equivalents, trade and other receivables, and trade and other payables approximate their carrying amounts largely due to the short term maturities of these instruments. The fair value of financial assets and liabilities is included at the amount which the instrument could be exchanged in a current transaction between willing parties.

The following assets are recognised and measured at fair value on a recurring basis:

- Financial assets at fair value through profit or loss (FVTPL)
- Land and buildings - refer to Note 9
- Investment properties - refer to Note 6

There have been no significant transfers between Level 1, Level 2 and Level 3 of the fair value hierarchy during the period.

NOTE 22: EVENTS SUBSEQUENT TO REPORTING DATE

Subsequent to reporting date, on 31 January 2020, the World Health Organisation (WHO) announced a global health emergency because of a new strain of coronavirus originating in Wuhan, China (COVID-19 outbreak) and the risks to the international community as the virus spreads globally beyond its point of origin. Because of the rapid increase in exposure globally, on 11 March 2020, the WHO classified the COVID-19 outbreak as a pandemic. These events are having a significant negative impact on world stock markets, currencies and general business activities. As a result, the Union's investments portfolio value has been impacted negatively.

The outbreak could have a continued material adverse impact on economic and market conditions and trigger a period of global economic slowdown, which is expected to impair the Union's financial assets (Australian and international investments) and investment properties held at fair value through profit or loss. Although the Union cannot estimate the length or gravity of the impact of the COVID-19 outbreak at this stage, if the pandemic continues, it may have a material adverse effect on the Union's future results and financial position for the 2020 financial year. Management, however, does not believe that the decline in the fair value of investments will impact the Union's ability to continue as a going concern, due the availability of significant liquid funds/cash reserves.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 23: RELATED PARTY TRANSACTIONS

(a) Key management personnel

Disclosures relating to key management personnel are set out in Note 15.

(b) Other related party transactions

The following transactions occurred with related parties: The Union paid \$112,000 during the year ending 31 December 2019 (2018: \$240,000) to the 100% owned Qld Police Union Legal Group Pty Ltd to allow it to pay salaries and on-costs.

Transactions with related and associated parties are on normal commercial terms and conditions, no more favourable than those available to other parties unless otherwise stated.

(c) Outstanding balances

There was no balance outstanding at the end of the reporting period in relation to transactions with related parties.

NOTE 24: INDUSTRIAL RELATIONS ACT 2016 DISCLOSURES

Asset or liability acquisition

During the year, the Union has not acquired an asset or liability as a result of:

- (a) An amalgamation under Part 14 of Chapter 12 of the *Industrial Relations Act 2016*, or
- (b) A restructure of Branches of the organisation, or
- (c) A determine by the Registrar under section 755 of the *Industrial Relations Act 2016* of an alternative reporting structure for the organisation, or
- (d) A revocation by the Registrar under subsection 759 of the *Industrial Relations Act 2016* of a certificate issued to the organisation under section 755, or
- (e) A business combination.

Revenue

The revenues below have not been incurred as the activities have not occurred during the reporting period:

- (a) entrance fees or periodic subscriptions (membership subscriptions) in respect of membership of the organisation, or
- (b) capitation fees received, or
- (c) compulsory levies or voluntary contributions for the furtherance of a particular purpose, or
- (d) donations or grants, or
- (e) financial support received from another reporting unit.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 24: INDUSTRIAL RELATIONS ACT 2016 DISCLOSURES (CONTINUED)

Expenses

The expenses below have not been incurred as the activities have not occurred during the reporting period:

- (a) expenses incurred as consideration for employers making payroll deductions of membership subscriptions, or
- (b) payment of capitation fees, or
- (c) payment of affiliation fees or periodic subscriptions to any political party, any federation, congress, council or Union of organisations, or any international body having an interest in industrial matters, or
- (d) payment of compulsory levies, or
- (e) employee expenses related to employees (other than holders of offices), or
- (f) fees and/or allowances paid to persons in respect of their attendances as representatives of the reporting unit at conferences or other meetings, or
- (g) legal costs and other expenses related to:
 - i. litigation; and
 - ii. other legal matters, or
- (h) penalties imposed on the organisation under the Act with respect to the conduct of the reporting unit.

Payment of grants and donations

The Union has paid the following grants and donations during the reporting period:

31 December 2019

	\$1,000 or less	More than \$1,000	Total
Grants	91,855	70,487	162,342
Donations	500	2,500	3,000
	92,355	72,987	165,342

31 December 2018

	\$1,000 or less	More than \$1,000	Total
Grants	14,486	166,011	180,497
Donations	350	358,998	359,348
	12,836	527,009	539,845

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

NOTE 24: INDUSTRIAL RELATIONS ACT 2016 DISCLOSURES (CONTINUED)

Employee expenses related to holders of office

The employee expenses related to the Union's holders of office and employees other than holders of office of the Union follow:

31 December 2019

	Officeholders	Non-Officeholders	Total Employee
	\$	\$	Expenses \$
Wages and Salaries	627,520	1,783,618	2,411,138
Superannuation	38,888	217,562	256,450
Leave and other entitlements	34,132	215,664	249,796
Separation and redundancies	-	-	-
Other Employee expenses	-	214,380	214,380
	700,540	2,431,224	3,131,764

31 December 2018

	Officeholders	Non-Officeholders	Total Employee
	\$	\$	Expenses \$
Wages and Salaries	496,585	1,593,241	2,089,836
Superannuation	57,164	197,771	254,935
Leave and other entitlements	142,779	196,637	339,416
Separation and redundancies	-	-	-
Other Employee expenses	-	197,729	197,729
	696,538	2,185,378	2,881,916

QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019

NOTE 24: INDUSTRIAL RELATIONS ACT 2016 DISCLOSURES (CONTINUED)

Meeting and Conferences Expenses

The expenses incurred in connection with holding meetings of members of the Union and any conferences or meetings of councils, committees, panels or other bodies for the holding of which the Union was wholly or partly responsible during the year ended 31 December 2019 amounted to \$159,836 (2018: \$131,715).

Statement of financial position

No activities have occurred during the reporting period resulting in:

- a) a receivable or other right to receive cash; or
- b) a payable or other financial liability; and
- c) the item or a part of the item has been derived as a result of one or more transactions and/or other past events with another reporting unit of the organisation.

QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019

QUEENSLAND POLICE UNION OF EMPLOYEES
STATEMENT BY MEMBERS OF THE COMMITTEE

On May 27th 2020, the Committee of Management of Queensland Police Union of Employees (QPUE) passed the following resolution in relation to the general purpose financial report (GPFR) of QPUE for the financial year ended 31 December 2019.

The committee of management declares in relation the GPFR that in its opinion:

- a) the financial statements and notes comply with the Australian Accounting Standards;
- b) the financial statements and notes comply with the reporting guidelines of the Registrar;
- c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of QPUE for the financial year to which they relate;
- d) there are reasonable grounds to believe that QPUE 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 a branch concerned; and
 - ii. the financial affairs of QPUE have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - iii. the financial records of QPUE have been kept and maintained in accordance with the Act; and
 - iv. where the organisation consists of two or more reporting units, the financial records of QPUE have been kept, as far as practicable, in a manner consistent with each of the other reporting units of the organisation; and
 - v. where information has been sought in any request by a member of QPUE or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and
 - vi. where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.

This statement is made in accordance with a resolution of the Committee of Management and is signed for and on behalf of the Committee by:



Ian Leavers
General President and Chief Executive Officer



Mick Barnes
General Secretary

Dated this 27th of May 2020

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

**QUEENSLAND POLICE UNION OF EMPLOYEES
OPERATING REPORT**

Review of the principal activities and any significant changes during the year

The Union's principal activities are the provision of Industrial assistance and Legal assistance to members as required from time to time. There has been no change in the Union's principal activities during year.

There have been no significant changes in the Union's financial affairs during the year.

Right of members to resign

Under the Union's rules, a financial member may resign from membership of the Union at any time, in writing, addressed to the General Secretary, providing they are financial.

Officer of the Union who is a superannuation fund trustee

The Union does not have an office holder who is a superannuation fund trustee or director.

QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019

QUEENSLAND POLICE UNION OF EMPLOYEES
OPERATING REPORT (CONT'D)

Disclosure Statement - Remuneration Register

	Payment Made		FBT Gross Up	Comments	TOTAL REPORTABLE
Ian Leavers	\$ [REDACTED]	**	N/A		\$ [REDACTED]
Ian Leavers	\$ [REDACTED]	*	\$ [REDACTED]	Incidentals paid while travelling on Union business	\$ [REDACTED]
President & CEO					
Kev Groth	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep					
Marty Bristow	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep					
Peter Thomas	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep / Treasurer					
Tony Collins to 30 June 2019	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep					
Shayne Treasure from 1 July 2019	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep					
Grant Wilcox	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep / Vice President					
Col Muller	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep					
Shane Prior	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep / Vice President					
Phil Notaro to 30 June 2019	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep					
Andy Williams	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep from 1 July 2019					
Kerrie Haines	\$ [REDACTED]	*	\$ [REDACTED]		\$ [REDACTED]
Regional Rep					
OTHER					
Ian Leavers	\$ [REDACTED]	**	N/A	Balance of 2017/18 FTO allowance	\$ [REDACTED]
Ian Leavers	\$ [REDACTED]	**	N/A	2018/19 FTO allowance	\$ [REDACTED]
Shane Prior, relieving as FTO	\$ [REDACTED]		N/A		\$ [REDACTED]

**The only full-time employee above is the President & CEO and his salary is fixed in the Qld Police Union rules set by the Annual Qld Police Union Conference to reflect salary and superannuation paid to a Superintendent of Police, reimbursable to the Qld Police Service. It also includes other allowances as determined by the Qld Police Union rules as set out by the Qld Police Union Annual Conference.

* Figures with an asterisk are the figures that appear on each individual's payment summary, and they do not represent the nett amount paid to each individual, nor the actual total cost to the Union for each individual, as taxation rebates apply owing to the Union's not for profit status

The amounts with an asterisk are the reportable amounts under the *Fringe Benefits Tax Assessment Act 1986*. Reportable fringe benefits are calculated by multiplying the taxable value of the fringe benefits provided by the lower gross-up rate. The lower gross-up rate for the FBT year ending 31 March 2020 is 1.8868. For example, if the taxable value of allowances paid is \$12,000.00, the reportable fringe benefit amount is \$22,641.60.

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

Disclosure Statement - Loans, Grants and Donations Register

Date	Recipient	Amount	Term	Reason
LOANS				
21/03/2019	Queensland Police Officer	\$3,000.00	36mths	Financial Assistance - QPUE Executive Approved
16/04/2019	Queensland Police Officer	\$10,000.00	36mths	Financial Assistance - QPUE Executive Approved
18/06/2019	Queensland Police Officer	\$4,000.00	36mths	Financial Assistance - QPUE Executive Approved
31/07/2019	Queensland Police Officer	\$10,000.00	36mths	Financial Assistance - QPUE Executive Approved
4/08/2019	Queensland Police Officer	\$2,000.00	36mths	Financial Assistance - QPUE Executive Approved
GRANTS				
29/01/2019	Queensland Police Officer	\$2,000	n/a	Financial Assistance - QPUE Executive Approved
29/01/2019	Queensland Police Officer	\$3,500	n/a	Financial Assistance - QPUE Executive Approved
8/02/2019	Queensland Police Officer	\$3,500	n/a	Financial Assistance - QPUE Executive Approved
8/02/2019	Queensland Police Officer	\$3,500	n/a	Financial Assistance - QPUE Executive Approved
9/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
9/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
9/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
9/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
9/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
9/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
9/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
9/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
9/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
9/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$2,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$2,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
12/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
13/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved

**QUEENSLAND POLICE UNION OF EMPLOYEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

19/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
19/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
19/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
20/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
20/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
21/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
21/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
21/02/2019	Queensland Police Officer	\$2,000	n/a	Financial Assistance - QPUE Executive Approved
26/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
26/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
26/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
26/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
26/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
28/02/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
1/03/2019	Queensland Police Officer	\$10,000	n/a	Financial Assistance - QPUE Executive Approved
6/03/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
7/03/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
16/03/2019	Queensland Police Officer	\$5,000	n/a	Financial Assistance - QPUE Executive Approved
18/03/2019	Queensland Police Officer	\$2,000	n/a	Financial Assistance - QPUE Executive Approved
25/03/2019	Queensland Police Officer	\$1,000	n/a	Financial Assistance - QPUE Executive Approved
15/07/2019	Queensland Police Officer	\$5,000	n/a	Financial Assistance - QPUE Executive Approved
12/09/2019	Queensland Police Officer	\$2,000	n/a	Financial Assistance - QPUE Executive Approved
12/10/2019	Queensland Police Officer	\$2,500	n/a	Financial Assistance - QPUE Executive Approved
24/10/2019	Queensland Police Officer	\$3,000	n/a	Financial Assistance - QPUE Executive Approved
24/12/2019	Queensland Police Officer	\$2,500	n/a	Financial Assistance - QPUE Executive Approved
24/12/2019	Queensland Police Officer	\$500	n/a	Financial Assistance - QPUE Executive Approved
DONATIONS				
28/03/2019	United Nations & O/seas Policing Ass'n Australia	\$500	n/a	Assist with 2019 Conference & Reunion
5/09/2019	Normanton Police Social Club	\$2,500	n/a	New memorial for Stapleton & Poustie

This report is prepared by Ian Leavers and is made in accordance with a resolution of the Committee of Management and is signed for and on behalf of the Committee of Management by:



Ian Leavers
General President & CEO

Dated this 27th of May 2020

INDEPENDENT AUDITOR'S REPORT

To the members of Queensland Police Union of Employees

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Queensland Police Union of Employees (the reporting unit) which comprises the statement of financial position as at 31 December 2019, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial report, including a summary of significant accounting policies, the Accounting Officer's certificate and the statement by members of the Committee.

In our opinion the accompanying financial report of Queensland Police Union of Employees presents fairly, in all material respects the reporting unit's financial position as at 31 December 2019 and of its financial performance and its cash flows for the year then ended in accordance with Tier 1 reporting requirements of the Australian Accounting Standards and any other requirements imposed by these Reporting Guidelines or Part 11 of Chapter 12 of the *Industrial Relations Act 2016*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report. We are independent of the reporting unit in accordance with the 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 ethical responsibilities in accordance with the Code.

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

Emphasis of matter - Subsequent event

We draw attention to Note 22 of the financial report, which describes the non-adjusting subsequent event on the impact of the COVID-19 outbreak on the reporting unit. Our opinion is not modified with respect to this matter.

Other information

The Committee of Management are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the reporting unit's operating report, but does not include the financial report and our auditor's report thereon.

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 our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Committee of Management for the Financial Report

The Committee of Management of the reporting unit are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Industrial Relations Act 2016*, and for such internal control as the Committee of Management determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee of Management are responsible for assessing the registered entity'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 responsible entities either intends to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

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 this 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 due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the reporting unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.

- Conclude on the appropriateness of the Committee of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the reporting unit's ability to continue as a going concern. If 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 my 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 Reporting Unit to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Reporting Unit audit. We remain solely responsible for our audit opinion.

Declaration by the auditor

I, T R Mann, declare that I am an approved auditor, a member of the Institute of Chartered Accountants in Australia and hold a current Public Practice Certificate.

BDO Audit Pty Ltd



T R Mann
Director

Brisbane, 27 May 2020

APPLICATION PURSUANT TO SECTION 269 OF THE FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

Schedule 5 – Police Federation of Australia, Queensland Police Branch Operating Report

POLICE FEDERATION OF AUSTRALIA, QUEENSLAND POLICE BRANCH

OPERATING REPORT for the period ended **31 December 2019**

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

1. The principal activities of the reporting unit are to:
 - (a) provide representation for members of the reporting unit on the Federal Council of the Police Federation of Australia; and
 - (b) discharge the objects of the Police Federation of Australia in accordance with its rules.
2. The results of those activities are that the reporting unit maintained its representation on the Federal Council during the reporting period and discharged the objects of the Police Federation of Australia in accordance with its rules.
3. There has been no significant change to the nature of those activities during the year.

Significant changes in financial affairs

4. There have been no significant changes in the reporting unit's financial affairs during the reporting period.

Right of members to resign

5. Members of the reporting unit may resign in accordance with rule 11 of the PFA rules or rule 7 of Part CF2 of the PFA rules.

Officers or members who are superannuation fund trustee(s) (include position details) or director of a company that is a superannuation fund trustee

6. No officer or member of the reporting unit is:
 - (a) a trustee of a superannuation entity or an exempt public sector superannuation scheme; or
 - (b) a director of a company that is a trustee of a superannuation entity or an exempt public sector superannuation scheme,where a criterion for the officer or member being a trustee or director is that the officer or member is an officer or member of the Police Federation of Australia.

Number of members

7. The reporting unit had 11,798 members as at 31 December 2019.

Number of employees

8. The reporting unit had 0 employees as at 31 December 2019.

Names of Committee of Management members and period positions held during the financial year

9. The following persons held office as members of the committee of management during the reporting period:

<i>Name</i>	<i>Office</i>	<i>Dates</i>
Ian John Leavers	Branch President	1 January 2019 to 31 December 2019
Grant Stanley Wilcox	Branch Vice President	1 January 2019 to 24 July 2019
Shane Allan Prior	Branch Vice President	24 July 2019 to 31 December 2019
Peter John Thomas	Branch Treasurer	1 January 2019 to 31 December 2019
Anthony Paul Collins	Branch Assistant Treasurer	1 January 2019 to 24 July 2019
Colin Mark Muller	Branch Assistant Treasurer	24 July 2019 to 31 December 2019
Kevin John Groth	Branch Assistant Treasurer	1 January 2019 to 31 December 2019
Peter John Thomas	Regional Representative – Northern Region	1 January 2019 to 31 December 2019
Grant Stanley Wilcox	Regional Representative – North Coast Region	1 January 2019 to 31 December 2019
Philip John Notaro	Regional Representative – South East Region	1 January 2019 to 4 June 2019
Andy Williams	Regional Representative – South East Region	4 June 2019 to 31 December 2019
Anthony Paul Collins	Regional Representative – Metropolitan South Region	1 January 2019 to 4 June 2019
Shayne Treasure	Regional Representative – Metropolitan South Region	4 June 2019 to 31 December 2019
Martin Derek Bristow	Regional Representative – Far Northern Region	1 January 2019 to 31 December 2019
Kevin John Groth	Regional Representative – Central Region	1 January 2019 to 31 December 2019
Colin Mark Muller	Regional Representative – Southern Region	1 January 2019 to 31 December 2019

Name	Office	Dates
Kerrie Haines	Regional Representative – Metropolitan North Region	1 January 2019 to 31 December 2019
Shane Allan Prior	Regional Representative – Headquarters & Support	1 January 2019 to 31 December 2019

Signature of designated officer:

A handwritten signature in black ink, appearing to read "Leavers", is written over a dotted line. The signature is stylized and cursive.

Name and title of designated officer: Ian Leavers, Branch President