

Australian Government

Registered Organisations Commission

10 May 2017

Mr John Owen Secretary, New South Wales, South Australian and Tasmanian Branch Textile, Clothing and Footwear Union of Australia

By email: tcfua.org.au; jwestgarth@tcfvic.org.au;

Dear Mr Owen

Re: Lodgement of Financial Statements and Accounts – Textile, Clothing and Footwear Union of Australia, New South Wales, South Australian and Tasmanian Branch - for year ended 31 December 2016 (FR2016/392)

I refer to the financial report for the New South Wales, South Australian and Tasmanian Branch of the Textile, Clothing and Footwear Union of Australia. The report was lodged with the Registered Organisations Commission ('ROC') on 3 May 2017. An amended Designated Officer's certificate was received on 9 May 2017.

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

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

Please note that the financial report for the year ending 31 December 2017 may be subject to an advanced compliance review.

I make the following comment to assist you when you next prepare a financial report. The ROC will confirm these concerns have been addressed prior to filing next year's report.

New Format for Auditor's Statement

The Auditing and Assurance Standards Board (AUASB) has released new requirements for auditor reports effective for financial reporting periods ending on or after 15 December 2016. The Auditor's Statement for the organisation/branch was not prepared in accordance with the new format required by ASA 700 *Forming an Opinion and Reporting on a Financial Report*.

Please ensure that the auditor's statement in relation to next year's financial report is prepared in accordance with ASA 700.

Reporting Requirements

On the Registered Organisations Commission ('ROC') website a number of factsheets in relation to the financial reporting process and associated timelines are available. The most recent copy of the Reporting Guidelines and a model set of financial statements can also be

found. The ROC recommends reporting units use this model as it will assist in ensuring compliance with the *Fair Work (Registered Organisations) Act 2009*, the s.253 Reporting Guidelines and the Australian Accounting Standards. Access to this information may be obtained at this link.

Should you require further information on the financial reporting requirements of the Act, I may be contacted on (02) 6746 3283 or 0429 462 979 or by email at <u>stephen.kellett@fwc.gov.au</u>

Yours sincerely

Keplen Kellet

Stephen Kellett Financial Reporting

From: KELLETT,Stephen
Sent: Wednesday, 10 May 2017 11:11 AM
To: 'jwestgarth@tcfvic.org.au'
Cc: 'doug@sutherlandandcompany.com.au'; 'tcfuansw@tcfua.org.au'
Subject: FW: Attention Mr John Owen - financial reporting - y/e 31 December 2016 - filing [SEC=UNCLASSIFIED]

UNCLASSIFIED

Dear Jane,

Please see attached a copy of my amended letter in relation to the above, replacing the letter previously sent. I have also copied the letter to the attention of the Auditor.

Yours faithfully

STEPHEN KELLETT Financial Reporting Tel: (02) 6746 3283 Email: <u>stephen.kellett@roc.gov.au</u>

The Registered Organisations Commission Level 13, 175 Liverpool Street, Sydney NSW 2000 www.roc.gov.au



Australian Government Registered Organisations Commission



From: Jane Westgarth [mailto:jwestgarth@tcfvic.org.au]
Sent: Tuesday, 9 May 2017 3:40 PM
To: KELLETT,Stephen
Subject: TCFUA NSW Designated Officers Certificate

Hi Stephen,

Further to our telephone discussion yesterday please find attached amended Designated Officers Certificate to accompany the TCFUA NSW/SA/TAS Branch Financial Report.

If you require anything further please don't hesitate to contact me.

Regards, Jane

Jane Westgarth Executive Assistant to TCFUA National Secretary Ph: 03 9639 2955 Fax: 03 9639 2944 email: jwestgarth@tcfvic.org.au

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Designated Officer Certificate 9.05.17.pd

Designated Officer's Certificate

s268 Fair Work (Registered Organisations) Act 2009

I, John Owen, being the State Secretary of the Textile Clothing and Footwear Union of Australia (TCFUA) New South Wales/South Australia/Tasmania Branch certify:

- that the documents lodged herewith are copies of the full report of the Textile Clothing and Footwear Union of Australia New South Wales/South Australia/Tasmania Branch for the period ended 31 December 2016 referred to in s268 of the Fair Work (Registered Organisations) Act 2009; and
- that the full report was provided to members on 1 May 2017 and;
- that the full report was presented to a meeting of the committee of management of the reporting unit on 1 May 2017; in accordance with section 266 of the *Fair Work* (*Registered Organisations*) Act 2009.

John Signature:

Name of prescribed officer: John Owen

Title of Prescribed designated officer: Branch Secretary

Date: 9 May 2017

From: Jane Westgarth [mailto:jwestgarth@tcfvic.org.au]
Sent: Wednesday, 3 May 2017 2:55 PM
To: ROC - Registered Org Commission
Subject: HPRM: ON CMS FR2016/392 TCFUA (NSW/SA/TAS Branch) Financial Report year ending 2016

FR2016/392

Good afternoon,

Lodgement of Financial Report 2016

Please see attached Designated Officers Certificate and Financial Report of the TCFUA (NSW/SA/TAS Branch).

If you require anything further please contact John Owen, TCFUA (NSW/SA/TAS Branch) Secretary on the number below.

Could you please confirm receipt of this email.

Regards, Jane

Jane Westgarth Executive Assistant to TCFUA National Secretary Ph: 03 9639 2955 Fax: 03 9639 2944 email: jwestgarth@tcfvic.org.au

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Textile Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch

FINANCIAL STATEMENTS 2016

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INDEPENDENT AUDIT REPORT

To the members of Textile, Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch:

Report on the Financial Report

We have audited the accompanying financial report of Textile, Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch which comprises the Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity and Statement of Cash Flows, accompanying notes to these financial statements and the Committee of Management Statement for the year ended 31 December 2016.

Responsibility for the Financial Report

The Committee of Management and the Branch Secretary of Textile, Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch are responsible for the preparation and fair presentation of the financial reports in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Fair Work (Registered Organisations) Act 2009 and other mandatory financial reporting requirements in Australia.

This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards and with reference to the Fair Work (Registered Organisations) Act 2009. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessment, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Committee of Management and the Branch Secretary, as well as evaluating the overall presentation of the financial statements.

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

Independence

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

Auditor's Opinion

We state that the financial report has been audited and in our opinion, the financial report presents fairly, in all material respects, the financial position of the Textile, Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch as at 31 December 2016, and its financial performance and cash flows for the year ended in accordance with:

- 1) the relevant Australian Accounting Standards; and
- 2) the requirements imposed by Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

As part of our audit of the financial statements we have concluded that the management's use of the going concern basis of accounting in the preparation of the financial statements for the year ended 31 December 2016 is appropriate.

We declare that the auditor is an approved auditor as provided in the Fair Work (Registered Organisations) Act 2009 and is a fellow of The Institute of Chartered Accountants in Australia with a current Public Practice Certificate.

Sutherland and Company Chartered Accountants and Registered Company Auditor 3835

Jetterland

D W Sutherland, AM JP BA Economic & Financial Studies FCA

Date: 1st May 2017

TEXTILE, CLOTHING & FOOTWEAR UNION OF AUSTRALIA

NEW SOUTH WALES / SOUTH AUSTRALIA / TASMANIA BRANCH

for the period ended 31 December 2016

OPERATING REPORT

The Branch Executive (Committee of Management) of the Textile Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch presents its report on the reporting unit for the financial year ended 31 December 2016

Principle Activities

The principal activities of the Branch during the year were:

- 1) The provision of services to members
- 2) The representation of members on award matters and disputes
- 3) The provision of education in relation to workplace safety and industrial training.

The results of those activities were reviewed and achieved to the satisfaction of the members. There were no significant changes in the nature of these activities during the financial year.

Operating Results

There were no significant changes in the financial affairs of the Branch. The operating loss of the Branch was \$644,524 (2015: \$259,890). The Branch is exempt from income tax and no provision for income tax was necessary.

Event subsequent to report date

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

Rights of Members to Resign

Members retain the right to resign from the Branch in accordance with section 174 of the Fair Work Act (Registered Organisations) Act 2009 and Rule 12 of the Branch Rule.

Superannuation Fund Trustee(s)

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

Number of Members

The number of persons who were at the end of the financial year to which the report relates, recorded the in the register of the members for section 230 of the Act and who are taken to be members of the Branch under section 244 of the Act was 1,332 (2015: 1,439).

Number of Employees

The number of employees (on a full time equivalent basis) at the end of the financial year was 4.

Names of the Committee of Management Members and Period of Positions held during the Financial Year

Name	Position	Period Held
Hung Nguyen	President	1 January 2016 to 12 August 2016
Vacant	President	13 August 2016 to 31 December 2016
James Dylan Mausolf	Vice President	Full year
John Owen	Branch Secretary	Full year
Mark Edwards	Assistant Secretary	Fuli year
Eric Lam	Trustee	Full year
Christine Sutanto	Trustee	Full year
James Coventry	Committee Member	Full year
Michael Scott Rutherford	Committee Member	1 January 2016 to 1 February 2016
Mathew Hueppauff	Committee Member	Full year

Committee of Management members have been in office since the start of the financial year to the date of this report unless otherwise stated.

Officers and Employees who are Directors of a Company or a Member of a Board

No Officer or Employee of the Branch is a Director of a Company. John Öwen is a Committee Member for the Board of Ethical Clothing Australia. Hung Nguyen was a Committee Member for the Board of Ethical Clothing Australia until 12 August 2016. Ethical Clothing Australia is an organisation set up to protect the wellbeing of Out Workers in the Textile, Clothing & Footwear Supply Chain and is registered with the approval of the ACCC. Both Officers hold their honorary positions because they are an Officer or Employee of the reporting unit.

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

John

Branch Secretary Dated: 1st May 2017

John Owen

Mark Edwards

Assistant Secretary Dated: 1st May 2017

TEXTILE, CLOTHING & FOOTWEAR UNION OF AUSTALIA

NEW SOUTH WALES / SOUTH AUSTRALIA / TASMANIA BRANCH

COMMITTEE OF MANAGEMENT STATEMENT for the period ended 31 December 2016

On the 10th April 2017, the Committee of Management of Textile, Clothing and Footwear Union of Australia, New South Wales / South Australia / Tasmania Branch passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 31 December 2016:

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

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

John Owen Branch Secretary Dated: 10th April 2017

ALA.

Mark Edwards Assistant Secretary Dated: 10th April 2017

TEXTILE, CLOTHING & FOOTWEAR UNION OF AUSTRALIA NEW SOUTH WALES / SOUTH AUSTRALIA / TASMANIA BRANCH STATEMENT OF COMPREHENSIVE INCOME for the period ended 31 December 2016

		2016	2015
	Notes	\$	\$
Revenue			
Membership subscription		604,518	655,77
Capitation fees	3A	-	
Levies	3B	-	
Interest	3C	35	9,90
Other revenue		677	15,00
Total revenue		605,230	680,67
Other Income			
Grants and/or donations	3D	118,182	223,30
Total other income		118,182	223,30
Total income		723,412	903,980
Expenses			
Employee expenses	4A	839,581	541,54
Capitation fees	4B	92,196	67,90
Affiliation fees	4C	13,733	18,13
Administration expenses	4D	268,427	351,554
Grants or donations	4E	1,730	1,100
Depreciation and amortisation	4F	50,353	58,56
Legal costs	4G	48,291	70,50
Audit fees	13	33,150	26,074
Net losses from sale of assets	4H	20,475	28,479
Other expenses	41	-	
Total expenses		1,367,936	1,163,870
Profit (loss) for the year		(644,524)	(259,890)
Other comprehensive income			
Gain on revaluation of land & buildings		-	1,488,991
Gain/(Loss) on Investment		(1,329)	1,990
Fotal other comprehensive income for the year		(1,329)	1,490,981
Net Surplus / (Deficit) for the year		(645,853)	(1,231,091)
above statement should be read in conjunction with the notes.			

TEXTILE, CLOTHING & FOOTWEAR UNION OF AUSTRALIA NEW SOUTH WALES / SOUTH AUSTRALIA / TASMANIA BRANCH STATEMENT OF FINANCIAL POSITION as at 31 December 2016

		2016	2015
	Notes	\$	\$
ASSETS			
Current Assets			
Cash and cash equivalents	5 A	160,791	457,447
Trade and other receivables	5B	96,048	375,827
Other current assets	5C	11,476	22,621
Total current assets		268,315	855,895
Non-Current Assets			
Land and buildings	6A	4,000,000	4,000,000
Plant and equipment	6B	88,918	162,235
Total non-current assets		4,088,918	4,162,235
Total assets		4,357,233	5,018,130
LIABILITIES			
Current Liabilities			
Trade payables	7A	82,648	47,802
Other payables	7B	54,052	72,697
Employee provisions	8	38,513	41,086
Total current liabilities		175,213	161,585
Non-Current Liabilities			
Employee provisions	8	106,762	135,434
Total non-current liabilities		106,762	135,434
Total liabilities		281,975	297 ,019
Net assets		4,075,258	4,721,111
EQUITY			
Asset revaluation reserve	9	3,783,4 4 9	3,783,449
Retained earnings		291,809	937,662
Total equity		4,075,258	4,721,111

The above statement should be read in conjunction with the notes.

TEXTILE, CLOTHING & FOOTWEAR UNION OF AUSTRALIA NEW SOUTH WALES / SOUTH AUSTRALIA / TASMANIA BRANCH STATEMENT OF CHANGES IN EQUITY

for the period ended 31 December 2016

for the period ended 31 December 2016		General funds	Retained earnings	Total equity
	Notes	\$	\$	\$
Balance as at 1 January 2015		2,294,458	1,195,562	3,490,020
Profit for the year		-	(259,890)	(259,890)
Other comprehensive income for the year		-	1,490,981	1,490,981
Transfer from asset revaluation reserve	9	-	(1,488,991)	(1,488,991)
Transfer from retained earnings		1,488,991	-	1,488,991
Closing balance as at 31 December 2015	-	3,783,449	937,662	4,721,111
Profit for the year		-	(645,853)	(645,853)
Other comprehensive income for the year		•		
Transfer to/from funds	9	-	-	-
Transfer from retained earnings		-	-	-
Closing balance as at 31 December 2016	-	3,783,449	291,809	4,075,258

The above statement should be read in conjunction with the notes.

TEXTILE, CLOTHING & FOOTWEAR UNION OF AUSTRALIA NEW SOUTH WALES / SOUTH AUSTRALIA / TASMANIA BRANCH CASH FLOW STATEMENT

for the period ended 31 December 2016

		2016	2015
	Notes	\$	\$
OPERATING ACTIVITIES			
Cash received			
Receipts from other reporting units/controlled entity(s)	10B		6,752
Interest		35	9,903
Other		748,188	918,532
Cash used			
Employees		(839,581)	(541,546)
Suppliers		(293,223)	(507,663)
Payment to other reporting units/controlled entity(s)	10B	(164,565)	(146,042)
Net cash from (used by) operating activities	10A	(549,146)	(260,605)
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of plant and equipment		4,357	76,364
Proceeds from sale of land and buildings			-
Other		-	-
Cash used			
Purchase of plant and equipment		(1,867)	(176,820)
Purchase of land and buildings			-
Other		*	-
Net cash from (used by) investing activities		2,490	(100,456)
FINANCING ACTIVITIES			
Cash received			
Contributed equity			-
Other		250,000	(250,000)
Cash used			
Repayment of borrowings Other		:	
Net cash from (used by) financing activities			-
Net increase (decrease) in cash held		(296,656)	(610,520)
Cash & cash equivalents at the beginning of the reporting period		457,447	1,067,967
Cash & cash equivalents at the end of the reporting period	5A	160,791	457,447
The above statement should be read in conjunction with the	notes.		

The above statement should be read in conjunction with the notes.

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Note 1 Summary of significant accounting policies

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Fair Work (Registered Organisations) Act 2009.* For the purpose of preparing the general purpose financial statements, the Textile, Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch is a not-for-profit entity.

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

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

There are no accounting assumptions or estimates that have been identified to have a significant risk or causing a material adjustment to the carrying amounts of assets and liabilities with the next reporting period.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

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

The accounting policies adopted are consistent with those of the previous financial year except for the following standards and amendments, which have been adopted for the first time this financial year and which the reporting entity has considered and concluded that they did not have any material impact on the Branch

 AASB 2013-9 Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments contains three main parts and makes amendments to a number of Standards and Interpretations.

Part A of AASB 2013-9 makes consequential amendments arising from the issuance of AASB CF 2013-1.

Part B makes amendments to particular Australian Accounting Standards to delete references to AASB 1031 and also makes minor editorial amendments to various other standards.

Part C makes amendments to a number of Australian Accounting Standards, including incorporating Chapter 6 Hedge Accounting into AASB 9 *Financial Instruments*.

This standard has no Impact on the reporting unit.

AASB 2015-3 Amendments to Australian Accounting Standards arising from the Withdrawal of AASB 1031 Materiality completes the AASB's project to remove Australian guidance on materiality from Australian Accounting Standards - This standard has no impact on the reporting unit.

AASB 2015-4 Amendments to Australian Accounting Standards – Financial Reporting Requirements for Australian Groups with a Foreign Parent aligns the relief available in AASB 10 Consolidated Financial Statements and AASB 128 Investments in Associates and Joint Ventures in respect of the financial reporting requirements for Australian groups with a foreign parent - This standard has no impact on the reporting unit.

Future Australian Accounting Standards Requirements

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

1.5 Revenue

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

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

Donation income is recognised when it is received.

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

1.6 Government grants

Government grants are not recognised until there is reasonable assurance that the Textile, Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch will comply with the conditions attached to them and that the grants will be received. Government grants are recognised in profit or loss when receive or the right to receive has been established.

1.7 Gains

Sale of assets

Gains and losses from disposal of assets are recognised when control of the asset has passed to the buyer.

1.8 Capitation fees and levies

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

1.9 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 Employee Benefits) and termination benefits which are expected to be settled within twelve months of the end of reporting period are measured at their nominal amounts. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the reporting unit in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

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

1.10 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee. All other leases are classified as operating leases.

Where an asset is acquired by means of a finance lease, the asset is capitalised at either the fair value of the lease property or, if lower, the present value of minimum lease payments at the inception of the contract and a liability is recognised at the same time and for the same amount.

The discount rate used is the interest rate implicit in the lease. Leased assets are amortised over the period of the lease. Lease payments are allocated between the principal component and the interest expense.

Operating lease payments are expensed on a straight-line basis which is representative of the pattern of benefits derived from the leased assets.

1.11 Borrowing costs

All borrowing costs are recognised in profit and loss in the period in which they are incurred.

1.12 Cash

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand, deposits held at call with bank, other short-term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the consolidated statement of financial position.

1.13 Financial instruments

Financial assets and financial liabilities are recognised when the Branch entity becomes a party to the contractual provisions of the instrument.

Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in profit or loss.

1.14 Financial assets

Financial assets are classified into the following specified categories: financial assets at fair value through profit or loss, held-to-maturity investments, available-for-sale financial assets and loans and receivables. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition. All regular way purchases or sales of financial assets are recognised and derecognised upon trade date basis. Regular way purchases or sales or sales or sales or sales or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

Fair value through profit or loss

Financial assets are classified as at fair value through profit or loss when the financial asset is either held for trading or it is designated as at fair value through profit or loss.

A financial asset is classified as held for trading if:

- · it has been acquired principally for the purpose of selling it in the near term; or
- on initial recognition it is part of a portfolio of identified financial instruments that the reporting unit manages together and has a recent actual pattern of short-term profittaking; or
- it is a derivative that is not designated and effective as a hedging instrument.

A financial asset other than a financial asset held for trading may be designated as at fair value through profit or loss upon initial recognition if:

- such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- the financial asset forms part of a group of financial assets or financial liabilities or both, which is managed and its performance is evaluated on a fair value basis, in accordance with the reporting units documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or
- it forms part of a contract containing one or more embedded derivatives, and AASB 139 'Financial Instruments: Recognition and Measurement' permits the entire combined contract (asset or liability) to be designated as at fair value through profit or loss.

Financial assets at fair value through profit or loss are stated at fair value, with any gains or losses arising on remeasurement recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any dividend or interest earned on the financial asset and is included in the 'other gains and losses' line item in the statement of comprehensive income.

Held-to-maturity investments

Financial assets with fixed or determinable payments and fixed maturity dates that the reporting unit has the positive intent and ability to hold to maturity are classified as held-to-maturity investments. Held-to-maturity investments are measured at amortised cost using the effective interest method less any impairment.

Available-for-sale

Listed shares and listed redeemable notes held by the reporting unit that are traded in an active market are classified as available-for-sale and are stated at fair value. The reporting unit also has investments in unlisted shares that are not traded in an active market but that are also classified as available-for-sale financial assets and stated at fair value. Gains and losses arising from changes in fair value are recognised in other comprehensive income and accumulated in the investments revaluation reserve, with the exception of impairment losses, interest calculated using the effective interest method, and foreign exchange gains and losses on monetary assets, which are recognised in profit or loss. Where the investment is disposed of or is determined to be impaired, the cumulative gain or loss previously accumulated in the investments revaluation reserve is reclassified to profit or loss.

Dividends on available-for-sale equity instruments are recognised in profit or loss when the reporting unit right to receive the dividends is established. The fair value of availablefor-sale monetary assets denominated in a foreign currency is determined in that foreign currency and translated at the spot rate at the end of the reporting period. The foreign exchange gains and losses that are recognised in profit or loss are determined based on the amortised cost of the monetary asset. Other foreign exchange gains and losses are recognised in other comprehensive income.

Loan and receivables

Trade receivables, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method less impairment. Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial.

Effective interest method

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset, or, when appropriate, a shorter period, to the net carrying amount on initial recognition.

Income is recognised on an effective interest rate basis except for debt instruments other than those financial assets that are recognised at fair value through profit or loss.

Impairment of financial assets

Financial assets, other than those at fair value through profit or loss, are assessed for impairment at the end of each reporting period. Financial assets are considered to be impaired when there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows of the investment have been affected.

For certain categories of financial asset, such as trade receivables, assets that are assessed not to be impaired individually are, in addition, assessed for impairment on a collective basis. Objective evidence of impairment for a portfolio of receivables could include the reporting units past experience of collecting payments, an increase in the number of delayed payments in the portfolio past the average credit period of 60 days, as well as observable changes in national or local economic conditions that correlate with default on receivables.

For financial assets carried at amortised cost, the amount of the impairment loss recognised is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate.

For financial assets carried at cost, the amount of the impairment loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the current market rate of return for a similar financial asset. Such impairment loss will not be reversed in subsequent periods.

The carrying amount of the financial asset is reduced by the impairment loss directly for all financial assets with the exception of trade receivables, where the carrying amount is reduced through the use of an allowance account. When a trade receivable is considered uncollectible, it is written off against the allowance account. Subsequent recoveries of amounts previously written off are credited against the allowance account. Changes in the carrying amount of the allowance account are recognised in profit or loss.

When an available-for-sale financial asset is considered to be impaired, cumulative gains or losses previously recognised in other comprehensive income are reclassified to profit or loss in the period.

For financial assets measured at amortised cost, if, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed through profit or loss to the extent that the carrying amount of the investment at the date the impairment is reversed does not exceed what the amortised cost would have been had the impairment not been recognised.

In respect of available-for-sale equity securities, impairment losses previously recognised in profit or loss are not reversed through profit or loss. Any increase in fair value subsequent to an impairment loss is recognised in other comprehensive income and accumulated under the heading of investments revaluation reserve. In respect of availablefor-sale debt securities, impairment losses are subsequently reversed through profit or loss if an increase in the fair value of the investment can be objectively related to an event occurring after the recognition of the impairment loss.

Derecognition of financial assets

The reporting unit derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. The difference between the asset's carrying amount and the sum of the consideration received and receivable and the cumulative gain or loss that had been recognised in other comprehensive income and accumulated in equity is recognised in profit or loss.

1.15 Financial Liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Fair value through profit or loss

Financial liabilities are classified as at fair value through profit or loss when the financial liability is either held for trading or it is designated as at fair value through profit or loss.

A financial liability is classified as held for trading if:

- it has been acquired principally for the purpose of repurchasing it in the near term; or
- on initial recognition it is part of a portfolio of identified financial instruments that the reporting unit manages together and has a recent actual pattern of short-term profittaking; or
- it is a derivative that is not designated and effective as a hedging instrument.

A financial liability other than a financial liability held for trading may be designated as at fair value through profit or loss upon initial recognition if:

- such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- the financial liability forms part of a group of financial assets or financial liabilities or both, which is managed and its performance is evaluated on a fair value basis, in accordance with the reporting units documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or
- it forms part of a contract containing one or more embedded derivatives, and AASB 139 'Financial Instruments: Recognition and Measurement' permits the entire combined contract (asset or liability) to be designated as at fair value through profit or loss.

Financial liabilities at fair value through profit or loss are stated at fair value, with any gains or losses arising on re-measurement recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability and is included in the 'other gains and losses' line item in the statement of comprehensive income.

Other financial liabilities

Other financial liabilities, including borrowings and trade and other payables, are initially measured at fair value, net of transaction costs.

Other financial liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

Derecognition of financial liabilities

The reporting unit derecognises financial liabilities when, and only when, the reporting units obligations are discharged, cancelled or they expire. The difference between the carrying amounts of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.

1.16 Contingent Liabilities and Contingent Assets

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

1.17 Land, Buildings, Plant and Equipment

Asset Recognition Threshold

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

Revaluations—Land and Buildings

Following initial recognition at cost, land and buildings are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight-line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

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

	2016	2015
Land and Buildings	4-10%	4-10%
Plant and equipment	10-50%	10-50%
Furniture and Fittings	10-25%	10-25%
Motor vehicles	25-30%	25-30%

Derecognition

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

1.18 Taxation

Textile, Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch is exempt from income tax under section 50.1 of the Income Tax Assessment Act 1997 however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

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

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

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

1.19 Fair value measurement

The Branch measures financial instruments, such as, financial asset as at fair value through the profit and loss, available for sale financial assets, and non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 16A.

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. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability 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 for the asset or liability

The principal or the most advantageous market must be accessible by the Branch. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Branch uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1—Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2—Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3—Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Branch determines whether transfers have occurred between Levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Branch has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

1.20 Going concern

The Textile, Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch is not reliant on any agreed financial support of another reporting unit to continue on as a going concern basis and has no agreement to provide financial support to ensure another reporting unit(s) so that they can continue on a going concern basis. There has been no financial support during the period from another reporting unit.

Note 2 Events after the reporting period

There were no events that occurred after 31 December 2016, and/or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of Textile, Clothing & Footwear Union of Australia New South Wales / South Australia / Tasmania Branch.

	2016 \$	2015 \$
Note 3 Income		
Note 3A: Capitation fees		
Total capitation fees		
Note 3B: Levies*		
Total levies		
Note 3C: Interest		
Deposits	35	9,903
Loans	-	-
Total interest	35	9,903
Note 3D: Grants or donations		
Grants	118,182	223,303
Donations	-	-
Total grants or donations	118,182	223,303
Note 4 Expenses		
Note 4A: Employee expenses		
Holders of office:		
Wages and salaries	221,489	251,411
Superannuation	60,932	72,523
Leave and other entitlements	26,890	-
Separation and redundancies	212,468	-
Other employee expenses	4,343	
Subtotal employee expenses holders of office	526,122	323,934

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

	2016	2015
	\$	\$
Employees other than office holders:		
Wages and salaries	244,882	167,294
Superannuation	42,994	50,319
Leave and other entitlements	12,640	-
Separation and redundancies	10,245	-
Other employee expenses	2,698	-
Subtotal employee expenses employees other than office holders	313,459	217,613
Total employee expenses	839,581	541,547
Note 4B: Capitation fees		
Textile, Clothing & Footwear Union of Australia – National Council	92,196	67,906
Total capitation fees	92,196	67,906
		011000
Note 4C: Affiliation fees		
Australian Labor Party	7,540	8,384
Labour Council NSW	5,439	9,210
Workers Health Centre	754	541
Total affiliation fees/subscriptions	13,733	18,135
Note 4D: Administration expenses		
Consideration to employers for payroll deductions	1,146	1,563
Compulsory levies		
Textile, Clothing & Footwear Union of Australia – National Council charge	58,636	60,000
Fees/allowances - meeting and conferences	11,115	16,216
Conference and meeting expenses	30,579	45,644
Property expenses	8,347	7,920
Office expenses	19,221	21,120
Information communications technology	24,717	27,703
Other	107,550	163,560
Subtotal administration expense	261,311	343.726
Operating lease rentals:		
Lease payments	7,116	7,828
Total administration expenses	268,427	351,554

Note 4E: Grants or donations Grants: Total paid that were \$1,000 or less Total paid that exceeded \$1,000 Donations: Total paid that exceeded \$1,000 Total grants or donations	2016 \$	2015 \$
Grants: Total paid that were \$1,000 or less Total paid that exceeded \$1,000 Donations: Total paid that were \$1,000 or less Total paid that exceeded \$1,000 Total grants or donations Note 4F: Depreclation and amortisation Depreciation Land & buildings Property, plant and equipment Total depreciation Amortisation Intangibles Total amortisation Total depreciation and amortisation Note 4G: Legal costs Litigation Other legal matters Total legal costs Litigation Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales Total net losses from asset sales		
Total paid that were \$1,000 or less Total paid that exceeded \$1,000 Donations: Total paid that were \$1,000 or less Total paid that exceeded \$1,000 Total grants or donations Note 4F: Depreciation and amortisation Depreciation Land & buildings Property, plant and equipment Total depreciation Amortisation Intangibles Total depreciation and amortisation Note 4G: Legal costs Litigation Other legal matters Total legal costs Litigation Other legal matters Total legal costs Land and buildings Plant and equipment Intangibles Total net losses from asset sales		
Total paid that exceeded \$1,000 Donations: Total paid that were \$1,000 or less Total paid that exceeded \$1,000 Total grants or donations Note 4F: Depreciation and amortisation Depreciation Land & buildings Property, plant and equipment Total depreciation Amortisation Intangibles Total depreciation and amortisation Note 4G: Legal costs Litigation Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles		
Donations: Total paid that were \$1,000 or less Total paid that exceeded \$1,000	-	-
Total paid that were \$1,000 or less Total paid that exceeded \$1,000 Total grants or donations Note 4F: Depreciation and amortisation Depreciation Land & buildings Property, plant and equipment Total depreciation Amortisation Intangibles Total depreciation and amortisation Mote 4G: Legal costs Litigation Other legal matters Total legal costs Litigation Other legal matters Total legal costs Land and buildings Plant and equipment Intangibles	-	-
Total paid that exceeded \$1,000 Total grants or donations Note 4F: Depreciation and amortisation Depreciation Land & buildings Property, plant and equipment Total depreciation Amortisation Intangibles Total depreciation and amortisation Mote 4G: Legal costs Litigation Other legal matters Total legal costs Litigation Other legal matters Total legal costs Land and buildings Plant and equipment Intangibles Total legal costs		
Total grants or donations	1,730	1,100
Note 4F: Depreciation and amortisation Depreciation Land & buildings Property, plant and equipment Total depreciation Amortisation Intangibles Total amortisation Total depreciation and amortisation Total depreciation and amortisation Note 4G: Legal costs Litigation Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales	-	•
Depreciation Land & buildings Property, plant and equipment Total depreciation Amortisation Intangibles Total amortisation Total depreciation and amortisation Note 4G: Legal costs Litigation Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales	1,730	1,100
Land & buildings Property, plant and equipment Total depreciation Amortisation Intangibles Total amortisation Total depreciation and amortisation Note 4G: Legal costs Litigation Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales		
Property, plant and equipment Total depreciation Amortisation Intangibles Total amortisation Total depreciation and amortisation Note 4G: Legal costs Litigation Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales		
Total depreciation Amortisation Intangibles Total amortisation Total depreciation and amortisation Note 4G: Legal costs Litigation Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales	-	2,771
Amortisation Intangibles Total amortisation Total depreciation and amortisation Note 4G: Legal costs Litigation Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales	50,353	55,796
Intangibles	50,353	58,567
Total amortisation Total depreciation and amortisation Note 4G: Legal costs Litigation Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales		
Total depreciation and amortisation	•	-
Note 4G: Legal costs Litigation Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales		
Litigation Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales	50,353	58,567
Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales		
Other legal matters Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales		
Total legal costs Note 4H: Net losses from sale of assets Land and buildings Plant and equipment Intangibles Total net losses from asset sales	48,291	70,508
Land and buildings Plant and equipment Intangibles Total net losses from asset sales	48,291	70,508
Plant and equipment Intangibles Total net losses from asset sales		
Intangibles		-
Total net losses from asset sales	20,475	28,479
	•	-
Note 4I: Other expenses	20,475	28,479
Penalties - via RO Act or RO Regulations*	-	-
Total other expenses	-	-

*As required by the Reporting Guidelines. Item to remain even if 'nil'.

	2016	2015
	\$	\$
Note 5 Current Assets		
Note 5A: Cash and Cash Equivalents		
Cash at bank	159,291	455,924
Cash on hand	1,500	1,523
Short term deposits	•	
Other		
Total cash and cash equivalents	160,791	457,447
Note 5B: Trade and Other Receivables		
Receivables from other reporting unit[s]*		
TCFUA Victoria / Queensland / Western		250,000
Australia Branch – short term Ioan		
Total receivables from other reporting unit[s]		250,000
Less provision for doubtful debts*		
Total provision for doubtful debts		
Receivable from other reporting unit[s]		
(net)		250,000
Other receivables:		
GST receivable from the Australian	50.000	
Taxation Office	59,033	64,189
Other trade receivables	37,015	61,638
Total other receivables	96,048	125,827
Total trade and other receivables (net)	96,048	375,827
Note 5C: Other Current Assets		
Shares Investment – Listed	9,470	20,615
Shares Investment – Unlisted	2,006	2,006
Total other current assets	11,476	22,621
Note 6 Non-current Assets		
Note 6A: Land and buildings		
Land and buildings:		
fair value	4,000,000	4,000,000
accumulated depreciation	-	-
Total land and buildings	4,000,000	4,000,000

2016	2015
\$	\$

4,000,000

4,000,000

As at 1 January		
Gross book value	4,000,000	2,475,000
Accumulated depreciation and impairment		-
Net book value 1 January		-
Additions:		
By purchase	-	-
From acquisition of entities (including restructuring)		109,362
Revaluations	-	1,488,991
Impairments		-
Depreciation expense	-	(73,353)
Other movement [give details below]		-
Disposals:		
From disposal of entities (including restructuring)		-
Other		-
Net book value 31 December	4,000,000	4,000,000
Net book value as of 31 December represented by:		
Gross book value	4,000,000	4,000,000
Accumulated depreciation and impairment		-

Reconciliation of the Opening and Closing Balances of Land and Buildings

The revalued land and buildings consist of on class of asset. Management determined that these constitute one class of asset under AASB 13, based on the nature, characteristics and risks of the property.

Fair value of the properties was determined by using market comparable method. This means that valuations performed by the valuer are based on active market prices, significantly adjusted for difference in the nature, location or condition of the specific property. The land and building was independently revalued in December 2015 and no further revaluation was considered necessary for the year ending 31 December 2016.

Note 6B: Plant and equipment

Net book value 31 December

Plant and equipment:		
at cost	268,939	306,413
accumulated depreciation	(180,021)	(144,178)
Total plant and equipment	88,918	162,235

2016	2015
\$	

Reconciliation of the Opening and Closing Balances of Plant and Equipment

As at 1 January		
Gross book value	306,413	450,918
Accumulated depreciation and impairment	(144,178)	(266,157)
Net book value 31 December	162,235	184,761
Additions:		
By purchase	1,868	176,893
From acquisition of entities (including restructuring)		
Impairments		
Depreciation expense	(50,353)	(58,567)
Other movement (reclassification)	-	(36,009)
Disposals:		
From disposal of entities (including restructuring)	(20,475)	(76,364)
Other	(4,357)	(28,479)
Net book value 31 December	88,918	162,235
Accumulated depreciation and impairment Net book value 31 December	88,918	(144,178) 162,235
Note 7 Current Liabilities		
Note 7A: Trade payables		
Frade creditors and accruals	22,132	14,850
Subtotal trade creditors	22,132	14,850
Payables to other reporting unit[s]*		
Fextile, Clothing & Footwear Union of Australia – National Council	60,516	32,952
Subtotal payables to other reporting unit[s]	60,516	32,952
Total trade payables	82,648	47,802

Settlement is usually made within 30 days.

	2016	2015 \$
	\$	Φ
Note 7B: Other payables		
Consideration to employers for payroll		-
deductions*		
Legal costs*		
Litigation	-	-
Other legal matters	•	-
Prepayments received/uneamed revenue	•	
GST payable	50,817	42,863
PAYG Payable	-	25,443
Other	3,235	4,391
Total other payables	54,052	72,697
Total other payables are expected to be settled in:		
No more than 12 months	54,052	72,697
More than 12 months	-	-
Total other payables	54,052	72,697
Note 8 Employee Provisions		
Office Holders:		
Office Holders:		
Annual leave	27,172	30,267
	27,172 56,474	30,26 7 61,890
Annual leave		
Annual leave Long service leave		
Annual leave Long service leave Separations and redundancies	56,474	61,890 -
Annual leave Long service leave Separations and redundancies Other	56,474 - 17,676	61,890 - 25,263
Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—Officer holders	56,474 - 17,676	61,890 - 25,263
Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—Officer holders Employees other than office holders:	56,474 17,676 101,322	61,890
Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—Officer holders Employees other than office holders: Annual leave	56,474 17,676 101,322 11,341	61,890 25,263 59,101 10,820
Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—Officer holders Employees other than office holders: Annual leave Long service leave	56,474 17,676 101,322 11,341	61,890 25,263 59,101 10,820
Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—Officer holders Employees other than office holders: Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—employees	56,474 17,676 101,322 11,341	61,890 25,263 59,101 10,820
Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—Officer holders Employees other than office holders: Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—employees other than office holders	56,474 17,676 101,322 11,341 32,612	61,890 - 25,263 59,101 10,820 48,281 - -
Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—Officer holders Employees other than office holders: Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—employees other than office holders Total employee provisions	56,474 17,676 101,322 11,341 32,612 - 43,953 145,275	61,890 - 25,263 59,101 10,820 48,281 - - 59,101 176,521
Annual leave Long service leave Separations and redundancies Other Subtotal employee provisions—Officer holders Employees other than office holders: Annual leave Long service leave Separations and redundancies	56,474 17,676 101,322 11,341 32,612 - 43,953	61,890 - 25,263 59,101 10,820 48,281 - - 59,101

	2016 \$	2015 \$
Note 9 Equity		
Asset Revaluation Reserve		
Balance as at start of year	3,783,449	
Transferred to reserve		1,488,991
Transferred out of reserve	2 792 440	2 702 440
Balance as at end of year	3,783,449	
Total Reserves	3,783,449	3,783,449
Note 10 Cash Flow		
Note 10A: Cash Flow Reconciliation		
Reconciliation of cash and cash equivalents as per Balance Sheet to Cash Flow Statement:		
Cash and cash equivalents as per:		
Cash flow statement	160,791	457,441
Balance sheet	160,791	457,441
Difference		
Reconciliation of profit/(deficit) to net cash from operating activities:		
Profit/(deficit) for the year	(645,854)	(259,889)
Adjustments for non-cash items		
Depreciation/amortisation	50,353	58,567
Net write-down of non-financial assets	•	-
Fair value movements in investment property		-
Gain on disposal of assets	20,475	28,479
Changes in assets/liabilities		
(Increase)/decrease in trade receivables	29 ,779	49,645
(Increase)/decrease in other assets	11,145	-
Increase/(decrease) in supplier payables	34,846	(90,049)
Increase/(decrease) in other payables	(18,645)	19,129
Increase/(decrease) in employee provisions	(31,245)	(66,487)
Increase/(decrease) in other provisions		-
Net cash from (used by) operating activities	(549,146)	(260,605)

	2016 \$	2015 \$
Note 10B: Cash flow information		
Cash inflows		
Transport Workers Union- NSW Branch	-	6,752
Total cash inflows	така страниција и сладина и сла Премоток сладина и сла	6,752
Cash outflows		
Textile, Clothing & Footwear Union of Australia – National Council	(150,832)	(127,906)
Australian Labor Party NSW	(7,540)	(7,965)
Australian Labor Party SA	-	(538)
Labour Council NSW	(5,439)	(8,326)
Unions Tasmania / SA		(765)
Workers Health Centre	(754)	(542)
Total cash outflows	(164,565)	(146,042)

Note 11 Contingent Liabilities, Assets and Commitments

Operating lease commitments-as lessee

The Operating Lease pertains to the rental of a photocopying machine with an expiry date of 9
March 2019Future minimum rentals payable under non-cancellable operating leases as at 31 December are
as follows:7,1167,828Within one year7,1167,828After one year but not more than five years8,30017,612More than five years---15,41625,440

Note 12 Related Party Disclosures

Note 12A: Related Party Transactions for the Reporting Period

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

Textile, Clothing & Footwear Union of Australia - National Council

Expenses		
Capitation Fee	92,196	67,906
Levy	58,636	60,000
Amounts Owed To		
Trade Payable	60,516	32,952

nch		

2015

\$

2016

\$

Textile, Clothing & Footwear Union Victoria / Queensland / Western Australia Branch

Amounts	Owed To
Loan	

\$250,000

Terms and conditions of transactions with related parties

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year-end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 31 December 2016 the Textile, Clothing & Footwear Union New South Wales / South Australia / Tasmanian Branch has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2015: \$250,000). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.

Short-term employee benefits		
Salary (including annual leave taken)	221,489	251,4 11
Annual leave accrued	16,550	•
Performance bonus	•	-
Other	4,757	-
Total short-term employee benefits	242,796	
Post-employment benefits:		
Superannuation	60,932	72,523
Total post-employment benefits	60,932	72,523
Other long-term benefits:		
Long-service leave	9,926	-
Total other long-term benefits	9,926	-
Termination benefits	212,468	-
Total	526,122	323,934

Note 12B: Key Management Personnel Remuneration for the Reporting Period

These key management personnel receive the above remuneration as employees of the Branch.

Note 13 Remuneration of Auditors

Value of the services provided		
Financial statement audit services	25,900	24,074
Other services	7,250	2,000
Total remuneration of auditors	33,150	26,074

2016	2015
\$	\$

Note 14 Financial Instruments

The committee of management meets on a regular basis to analyse the financial risk exposure with respective to most recent economic conditions and forecasts and to minimise the potential adverse effects on the financial performance of the Branch. Risk management policies including credit risk, liquidity risk are reviewed regularly. The carrying amount of the financial assets is reviewed annually to identify any impairment of financial assets.

Note 14A: Categories of Financial Instruments

Financial Assets

Held-to-maturity investments:		
Cash on Hand	1,500	1,523
Cash at Bank	159,291	455,924
Total	160,791	457,447
Available-for-sale assets:		
List Shares	9,470	20,614
Unlisted Shares: At Cost	2,006	2,006
Total	11,476	22,620
Loans and receivables:		
Other Receivable	96,048	125,827
Trade Receivable	-	250,000
Total	96,048	375,827
Carrying amount of financial assets	268,315	855,895
Financial Liabilities		
Other financial liabilities:		
Capitation Fees	60,516	32,952
Trade Creditors	22,132	14,850
Other Payables	54,052	72,696
Total	136,700	120,498
Carrying amount of financial liabilities	136,700	120,498
Note 14B: Net Income and Expense from Financial Assets		
Held-to-maturity		
Heid-to-maturity Interest revenue	35	9,903
	35 - 35	9,903

The net income/expense from financial assets not at fair value from profit and loss is \$35 (2015: \$9,903).

Note 14C: Credit Risk

Credit quality of financial in	struments not pas	st due or indivi	dually determined	as impaired	
	Not Past Due	Past due or	Not Past Due	Past due or	
	Nor Impaired	impaired	Nor Impaired	impaired	
	2016	2016	2015	2015	
	\$	\$	\$	\$	
Shares Investment-Listed	9,470	-	20,614		-
Shares Investment-Unlisted	2,006		2,006		
Total	11,476	-	22,620		-

Ageing of financial assets that were past due but not impaired for 2015.

Ageing of financial assets that were past due but not impaired for 2016

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	\$	\$	\$	\$	\$
Share Investments-Listed	9,470	-			9,470
Shares Investment-Unlisted	2,006				2,006
Total	11,476		•	-	11,476

Ageing of financial assets that were past due but not impaired for 2015

	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	s s	s s	\$	s s	\$
Shares Investment-Listed	20,614	-			20,614
Shares Investment-Unlisted	2,006				2,006
Total	22,620	-	-	-	22,620

Note 14D: Liquidity Risk

Contractual maturit	ties for financ	ial liabilitie	s 2016			
	On Demand	< 1 year \$	1– 2 years \$	2– 5 years \$	>5 years \$	Total \$
Trade creditors & accruals	-	114,697	106,762			221,459
Payable to other reporting units		60,516	-			60,516
Total	-	175,213	106,762		-	281,975
Maturities for financia	al liabilities 20°	15				
	On	< 1 year	1-2 years	2- 5 years	>5 years	Total
	Demand	\$	\$	\$	\$	\$
Trade creditors & accruals	-	128,633	135,435	-	-	264,068
Payable to other reporting units	-	32,952	-	-	-	32,952
Total	-	161,585	135,435	-	-	297,020

Note 14E: Market Risk

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

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

31 December 2016	Floating Interest Rate	Non-Interest Bearing	Total
	\$	\$	\$
Financial Assets			
Cash and cash equivalents	160,791	-	160,791
Receivables		107,524	107,524
	160,791	107,524	268,315
Weighted average interest rate	0.01%		
Financial Liabilities			
Payables	-	136,700	136,700
Net Financial Assets (Liabilities)	160,791	(29,176)	131,615
31 December 2015	Floating Interest Rate	Non-Interest Bearing	Total
	\$	\$	\$
Financial Assets			
Cash and cash equivalents	457,447	-	457,447
Receivables		398,448	398,448
	457,447	398,448	855,895
Weighted average interest rate	0.01%		
Financial Liabilities			
Payables	-	120,499	120,499
Net Financial Assets (Liabilities)	457,447	277,949	735,396
Sensitivity Analysis	Carrying Amount	+50% (50 basis points) profit	-50% (50 basis points) Loss
	\$	\$	\$
2016		-	
Cash Assets	160,791		
2015 Cash Assets	457,447	23	23
	117,195		20

Note 15 Fair Value Measurement

Note 15A: Financial Assets and Liabilities

Management of the reporting unit assessed that [cash, trade receivables, trade payables, and other current liabilities] 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 methods and assumptions were used to estimate the fair values:

- Fair values of the reporting unit's interest-bearing borrowings and loans are determined by using a discounted cash flow method. The discount rate used reflects the issuer's borrowing rate as at the end of the reporting period. The own performance risk as at 31 December 2016 was assessed to be insignificant.
- Fair value of available-for-sale financial assets is derived from quoted market prices in active markets.
- Long-term fixed-rate and variable-rate receivables/borrowings are evaluated by the Group based on parameters such as interest rates and individual credit worthiness of the customer. Based on this evaluation, allowances are taken into account for the expected losses of these receivables. As at 31 December 2016 the carrying amounts of such receivables, net of allowances, were not materially different from their calculated fair values.

The following table contains the carrying amounts and related fair values for the Textile, Clothing & Footwear Union New South Wales / South Australia / Tasmania Branch financial assets and liabilities:

	Carrying amount 2016 \$	Fair value 2016 \$	Carrying amount 2015 \$	Fair value 2015 \$
Financial Assets				
Shares Investment-Listed	9,470	9,470	20,614	20,614
Shares Investment-Unlisted	2,006	2,006	2,006	2,006
Total	11,476	11,476	22,620	22,620
	Carrying amount 2016	Fair value 2016	Carrying amount 2015	Fair value 2015
	\$	\$	\$	\$
Financial Assets				
Land and Buildings	4,000,000	4,000,000	4,000,000	4,000,000
Total	4,000,000	4,000,000	4,000,000	4,000,000

Note 15B: Fair Value Hierarchy

The following tables provide an analysis of financial and non financial assets and liabilities that are measured at fair value, by fair value hierarchy.

Fair value hierarchy -3	1 December 2016			
	Date of valuation	Level 1	Level 2	Levei 3
Assets measured at fair value		\$	\$	\$
Land and Buildings	31-12-2015	4,000,000	•	•
Total	_	4,000,000	-	84
Liabilities measured at	fair value			
		•	-	-
Total		-	-	-
[
Fair value hierarchy –31	December 2015			
	Date of valuation	Level 1	Level 2	Level 3
Assets measured at fair value		\$	\$	\$
Land and Buildings	31-12-2015	4,000,000	•	•
Total	-	4,000,000	-	-
Liabilities measured a	t fair value			
			-	-
Total		-	-	-

Note 16 Section 272 Fair Work (Registered Organisations) Act 2009

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

Information to be provided to members or General Manager:

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

Note 17 Additional Branch Information

The registered office of the Branch is situated at:

28 Anglo Road

Campsie NSW 2195



27 January 2017

Mr John Owen Branch Secretary Textile, Clothing and Footwear Union of Australia New South Wales South Australian Tasmanian Branch By Email: tcfuansw@tcfua.org.au

Dear Mr Owen,

Re: Lodgement of Financial Report - [FR2016/392] Fair Work (Registered Organisations) Act 2009 (the RO Act)

The financial year of the Textile, Clothing and Footwear Union of Australia-New South Wales South Australian Tasmanian Branch (the reporting unit) ended on 31 December 2016.

This is a courtesy letter to remind you of the obligation to prepare and lodge the financial report for the reporting unit by the due date under s.268 of the RO Act, that being within 14 days after the meeting referred to in s.266 of the RO Act.

Also you are reminded of the obligation to prepare and lodge a statement showing the relevant particulars in relation to each loan, grant or donation of an amount exceeding \$1,000 for the reporting unit during its financial year. Section 237 requires this statement to be lodged with the FWC within 90 days of the end of the reporting unit's financial year, that is on or before 31 March 2017.

The new Registered Organisations Commission

The Registered Organisations Commission (the ROC) will be established in 2017.

Statements of loans, grants and donation and financial reports must be lodged with the Fair Work Commission until the ROC is established. Once the ROC is established, they must be lodged with the ROC.

It is not yet known when in 2017 the ROC will be established. The Fair Work Commission will be providing information on the transition to the ROC through its subscription service and its website. For details about the subscription service, go to <u>Subscriptions</u> and subscribe to the Registered organisations information service.

Where to lodge Statements of Loans Grants and Donations and Financial Reports

	Before the ROC is established	From establishment of the ROC
Where to lodge	Lodge your statement of loans grants donations and your financial report with the Fair Work Commission	Lodge your statement of loans grants donations and your financial report and with the ROC
How to lodge	The easiest way to lodge is via email: orgs@fwc.gov.au	Lodgement methods are not yet known

Our focus this year: timelines and disclosure of loans, grants and donations

Over the past year we have noted issues in organisations' financial reports relating to timelines and how loans, grants and donations are reported. We will be focusing closely on these areas this year. Please find attached below fact sheets relating to these requirements or alternatively visit our website for information regarding <u>financial reporting timelines</u> and <u>loans</u>, grants and donations.

Timelines

The RO Act sets out a particular chronological order in which financial documents and statements must be prepared, audited, provided to members and presented to a meeting. For your assistance, the attached *Timeline/Planner* summarises these requirements.

As stated above, section 237 requires the loans, grants and donations statement to be lodged with the FWC within 90 days of the end of the reporting unit's financial year, that is on or before 31 March 2017. A sample statement of loans, grants or donations is available at <u>sample documents.</u>

Fact sheets, guidance notes and model statements

Fact sheets and guidance notes in relation to financial reporting under the RO Act are provided on the Fair Work Commission (FWC) website. This includes a model set of financial statements which have been developed by the FWC. It is not obligatory to use this model but it is a useful resource to ensure compliance with the RO Act, the Reporting Guidelines and the Australian Accounting Standards. The model statements, Reporting Guidelines and other resources can be accessed through our website under <u>Financial Reporting</u> in the Running a Registered Organisation section.

Civil penalties may apply

It should be noted that s.268 and s.237 are civil penalty provisions. If a loan, grant or donation over \$1000 has been made, failure to lodge a statement of loans, grants and donations may result in legal proceedings being issued with the possibility of a pecuniary penalty (up to \$54,000 for a body corporate and \$10,800 for an individual per contravention) being imposed upon your organisation and/or an officer whose conduct led to the contravention.

Failure to lodge a financial report may result in legal proceedings being issued with the possibility of a pecuniary penalty (up to \$54,000 for a body corporate and \$10,800 for an individual per contravention) being imposed upon your organisation and/or an officer whose conduct led to the contravention.

Contact

Should you wish to seek any clarification in relation to the above, email orgs@fwc.gov.au.

Yours sincerely,

M. Kay

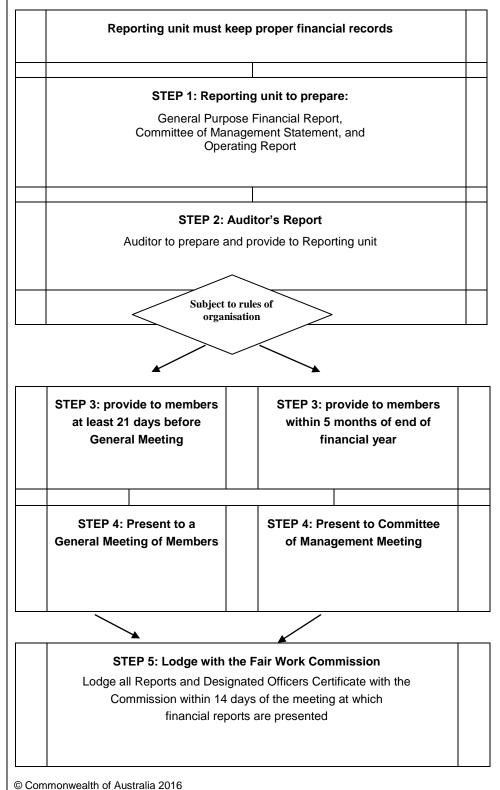
Marianne Kay Adviser Regulatory Compliance Branch

11 Exhibition Street Melbourne VIC 3000 GPO Box 1994 Melbourne VIC 3001 Telephone : (03) 8661 7777 Email : orgs@fwc.gov.au Internet : www.fwc.gov.au

Financial reporting timelines

Financial reports are to be lodged with the Fair Work Commission (the Commission) within 14 days of the meeting at which the financial reports have been presented, by completing the steps as outlined below.

See Fact sheet—Financial reporting for an explanation of each of these steps.



Fact Sheet - Loans, Grants & Donations

The Loans, Grants & Donations Requirements

The *Fair Work (Registered Organisations) Act 2009* (the RO Act) requires an organisation or branch to lodge a loans, grants and donations statement (the statement) within **90 days** of the ending of the financial year.

Under the General Manager's Reporting Guidelines, a reporting unit's General Purpose Financial Report (the financial report) must break down the amounts of grants and donations (see below). The figures in the financial report will be compared to the loans, grants and donations statement.

The Loans, Grants & Donations Statement

Section 237 of the RO Act applies to every loan, grant and donation made by an organisation or branch during the financial year that exceed \$1000. The following information must be supplied to the Commission for each relevant loan, grant or donation:

the amount,

the purpose,

the security (if it is a loan),

the name and address of the person to whom it was made,* and

the arrangements for repaying the loan.*

*The last two items are not required if the loan, grant or donation was made to relieve a member of the organisation (or their dependent) from severe financial hardship.

The statement must be lodged within 90 days of the end of the financial year and the Commission has a <u>Template Loans</u>, <u>Grants and Donations Statement</u> on its website. The Commission encourages branches and organisations to lodge the statement even if all of the figures are NIL.

Common misconceptions

Over the years, staff of the Commission have noted that there are some common misunderstandings made in relation to the Statement. They include:

Misconception	Requirement		
Only reporting units must lodge the Statement.	All branches and organisations, regardless of whether they lodge a financial report, must lodge the statement within 90 days of the end of the financial year. An organisation cannot lodge a single statement to cover all of its branches.		
Employees can sign the Statement.	The statement must be signed by an elected officer of the relevant branch.		
Statements can be lodged with the financial report.	The deadline for the statement is much shorter (90 days) and if it is lodged with the financial report it is likely to be late.		

Grants & Donations within the Financial Report

Item 16(e) of the <u>General Manager's Reporting Guidelines</u> requires the reporting unit to separate the line items relating to grants and donations into grants or donations that were \$1000 or less and those that exceeded \$1000.

As such, the note in the financial report relating to grants and donations will have four lines.

In the Commission's Model Statements the note appears as follows:

Note 4E: Grants or donations*

Grants:	2016	2015
Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-
Donations:		
Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-
Total grants or donations	-	-

Item 17 of the General Manager's Reporting Guidelines requires that these line items appear in the financial report even if the figures are NIL.

Implications for filing the Financial Report

During their review of the 2016 financial report staff of the Commission will confirm that the figures in the financial report match the disclosures made in the statement. Any inconsistencies in these figures will be raised with the organisation or branch for explanation and action.

This may involve lodging an amended loans, grants or donations statement. Any failure to lodge a loans, grants or donations statement or lodging a statement that is false or misleading can attract civil penalties under the RO Act.

If a reporting unit did not fully comply with these requirements in their 2015 financial report, its filing letter will have included a statement reminding the reporting unit of its obligations.

It is strongly recommended that all reporting units review their filing letters from the previous financial year to ensure any targeted concerns are addressed in their latest financial report. Failure to address these individual concerns may mean that a financial report cannot be filed.

Previous financial reports and filing letters are available from the Commission's website.

Further information

If you have any further questions relating to the loan, grant and donation disclosure requirements in the statement or the financial report, please contact the Regulatory Compliance Branch on <u>orgs@fwc.gov.au</u>

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This fact sheet is not intended to be comprehensive. It is designed to assist in gaining an understanding of the Fair Work Commission and its work. The Fair Work Commission does not provide legal advice.