

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
ANNUAL FINANCIAL DISCLOSURE STATEMENT

This Annual Financial Disclosure Statement is prepared in accordance with the Industrial Relations Act 1999, Chapter 12, Part 12, Subdivision 3, Section 557O and covers the period 1 September 2015 to 31 August 2016.

Accounts

Accounts have been prepared and are presented in compliance with this Statement.

Remuneration of Officers

QIEU is required to disclose the remuneration of the ten highest paid Officers under Section 557K of the Industrial Relations Act 1999.

No remuneration was provided by QIEU to any Officer of the organisation during the period.

Financial Registers

Financial Registers required to be published by the QIEU are to be found on the QIEU website at the following address:

<http://www.qieu.asn.au/searchable-archive/compliance-with-sections-557abde-and-557q-of-the-industrial-rela/>

Spending for Political Purposes

| Value | Political Object of Spend | Nature of Spend |
|--------------|----------------------------------|------------------------|
| Nil | N/A | N/A |

Political Party Affiliation Fees

| Value | Political Party |
|--------------|------------------------|
| Nil | N/A |

Financial Policies

In addition to existing policies under which the QIEU is governed, the following financial policies have been adopted in order to comply with the Industrial Relations Act 1999:

| Name of Policy | Description | Date Adopted | Date Reviewed |
|--|--|---------------------|----------------------|
| Financial Governance (Decision Making and Reporting) | Decision-making about, and reporting of, the organisation's financial matters. | Nov 2013 | Oct 2014 |
| Financial Authorisations and Delegations | Authorisations and delegations relating to the organisation's spending. | Nov 2013 | Oct 2014 |
| Credit Cards | Issuing, using and cancelling credit cards and accountability for, reporting about and audit of the use of credit cards. | Nov 2013 | Feb 2015 |
| Contracting | Tender and selection process, review of significant contracts and disclosure of identity of, and arrangements with, key service providers. | Nov 2013 | Feb 2015 |
| Travel and Accommodation | Details of travel spending and receipts of sponsored hospitality benefits. | Nov 2013 | Feb 2015 |
| Entertainment and Hospitality | Spending on, and receipt of, entertainment and hospitality. | Nov 2013 | Feb 2015 |
| Gifts | Giving, receiving and disposing of gifts. | Nov 2013 | Feb 2015 |
| Complaints (Financial Matters) | How complaints about financial matters are dealt with. | Nov 2013 | Feb 2015 |

Financial Management Training

The organisation must ensure each of its financial management officers completes approved financial management training within 3 months of becoming a financial management officer and at least once every 2 years.

| Officer's Name | Officer's Role | Date of Training |
|-----------------------|-----------------------------|-------------------------|
| Terry Burke | General Secretary | 28 August 2015 |
| Maria Heenan | Trustee | 14 March 2016 |
| Lynette Byrnes | Union Councillor | 28 August 2015 |
| Kerry Laws # | Union Councillor | 14 March 2016 |
| Mary Osterio * | Union Councillor | 29 November 2013 |
| Bryce Goldberg | Union Councillor | 28 November 2015 |
| Paul Giles | Assistant General Secretary | 28 August 2015 |
| Aleisha Connellan | Senior Vice President | 23 December 2015 |
| Beverley Day | Union Councillor | 28 August 2015 |
| John Kennedy | Union Councillor | 28 August 2015 |
| Andrew Elphinstone | President | 28 August 2015 |
| Andrew Street * | Union Councillor | 29 November 2013 |
| Colin Grant | Union Councillor | 28 August 2015 |
| Christopher Chapman | Union Councillor | 28 August 2015 |
| Brad Hayes | Assistant General Secretary | 28 August 2015 |
| Lea Martin | Union Councillor | 28 November 2015 |
| Peter Butler-Wood # | Union Councillor | 14 March 2016 |
| Des McGovern | Union Councillor | 14 March 2016 |
| Lynn McGovern # | Trustee | 14 March 2016 |
| Robert Rea | Trustee | 28 August 2015 |
| Jodie Dern* | Union Councillor | 27 August 2014 |
| Jessica Prouten | Union Councillor | 27 August 2014 |
| Janine Colwell | Union Councillor | 28 August 2014 |
| Ian Hughes | Union Councillor | 28 August 2014 |
| Jenny Finlay | Union Councillor | 30 October 2014 |
| Rebecca Sisson | Assistant General Secretary | 29 January 2015 |
| Victoria McTaggart # | Union Councillor | 24 June 2015 |
| Karyl Young | Union Councillor | 7 March 2016 |
| Peter de Waard | Union Councillor | 14 March 2016 |
| Cameron Love | Union Councillor | 14 March 2016 |
| Neridah Kaddatz | Union Councillor | 14 March 2016 |

* Indicates resigned during the year.

Indicates retiring Officer.

**QUEENSLAND INDEPENDENT EDUCATION
UNION OF EMPLOYEES**

FINANCIAL STATEMENTS

**FOR THE YEAR ENDED
31 AUGUST 2016**

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QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
STATEMENT OF INCOME & EXPENDITURE
FOR THE YEAR ENDED 31 AUGUST 2016

| INCOME | Note | 2016 | 2015 |
|--|-------------|----------------|------------------|
| | | \$ | \$ |
| Subscriptions – Membership | | 1,201 | 8,330,271 |
| Advertising | | - | 19,772 |
| Employee Contribution – Vehicle Expenses | | - | 51,209 |
| Interest Received | | 38,213 | 75,618 |
| Project Income | | - | 27,272 |
| Profit on Disposal – Non Current Assets | | - | 45,727 |
| Rent Received | | 807,691 | 442,465 |
| Other Income | | 54,584 | 71,459 |
| | | <u>901,689</u> | <u>9,063,793</u> |
| LESS EXPENDITURE | | | |
| Affiliation and Capitation | | 140,780 | 387,045 |
| Advertising | | - | 925 |
| Amortisation/Depreciation | | 171,028 | 235,215 |
| Audit Fees | | 8,500 | 8,500 |
| Branch Costs | | - | 22,676 |
| Building Costs | | 84,155 | 90,547 |
| Building Union Strength | | - | 91,762 |
| Bursaries and Prizes | | - | 15,079 |
| Cleaning | | 36,820 | 36,322 |
| Commission – Subscription Collection | | - | 10,981 |
| Committee and Council Meetings | | - | 34,851 |
| Communication Expenses | | - | 119,701 |
| Donation & Sponsorship | | - | 7,820 |
| Electricity and Rates | | 99,533 | 101,614 |
| Employment Expenses: | | | |
| - Salaries & Wages Officers | | - | 2,865,208 |
| - Salaries & Wages Clerical | | - | 978,997 |
| - Superannuation | | - | 510,728 |
| - Payroll Tax | | - | 239,587 |
| - Professional Development | | - | 27,270 |
| - Work Cover | | - | 37,162 |
| - Annual Leave & Long Service: | | | |
| Leave Provision - Officers | | - | (18,277) |
| - Clerical | | - | - |
| - Honoraria | | - | 5,000 |
| Finance Costs: | | | |
| - Fees & Charges | | 4,744 | 66,296 |
| - Interest | | - | 6,101 |
| Fringe Benefits Tax | | 4,031 | 25,449 |
| Industrial Campaign Expenses | | - | 53,188 |
| Loss on Disposal Non-Current Assets | | 15,589 | - |

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
STATEMENT OF INCOME & EXPENDITURE
FOR THE YEAR ENDED 31 AUGUST 2016

| | Note | 2016 \$ | 2015 \$ |
|---------------------------------------|------|----------------|------------------|
| Contribution - IEUA/QNT Branch | | - | 158,018 |
| Employment Expenses - IEUA/QNT Branch | | - | 1,121,350 |
| Insurance | | 25,440 | 140,860 |
| Land Tax | | 23,653 | 18,772 |
| Legal Expenses | | (1,500) | 192,185 |
| Member Information Services | | - | 27,044 |
| Postage | | - | 182,182 |
| Printing and Stationery | | - | 162,501 |
| Publication | | - | 152,072 |
| Rent – Office Equipment | | - | 48,971 |
| Regional Office Expenses | | 25,901 | 34,399 |
| Regional Office Lease Expenses | | - | 56,056 |
| Repairs & Maintenance | | 20,916 | 109,802 |
| Research | | - | 3,232 |
| Research Grants | | - | 2,727 |
| Soiree Expenses | | - | - |
| Software Costs | | - | 53,082 |
| Subscriptions | | - | 56,033 |
| Travelling and Accommodation | | - | 184,711 |
| Vehicle Expenses | | - | 179,902 |
| Other Expenses | | 8,553 | 40,596 |
| | | <u>668,143</u> | <u>8,884,242</u> |
| NET SURPLUS/ (DEFICIT) FOR THE YEAR | | <u>233,546</u> | <u>179,551</u> |

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
BALANCE SHEET
AS AT 31 AUGUST 2016

| | Note | 2016 \$ | 2015 \$ |
|-------------------------------------|------|------------|------------|
| ACCUMULATED FUNDS | | | |
| Retained Earnings | | 5,128,711 | 4,895,165 |
| Asset Revaluation Reserve | | 2,190,012 | 2,190,012 |
| | | 7,318,723 | 7,085,177 |
| Represented By: | | | |
| CURRENT ASSETS | | | |
| Cash on Hand | | 170 | 300 |
| Cash at Bank | | 1,367,036 | 2,416,716 |
| Membership Subscriptions Receivable | | - | - |
| GST Receivable | | 15,878 | - |
| Other Receivables | 2 | 176,150 | 268,974 |
| | | 1,559,234 | 2,685,990 |
| NON-CURRENT ASSETS | | | |
| Property, Plant & Equipment | 3 | 6,527,543 | 6,625,065 |
| Other Financial Assets | 4 | 60,000 | 60,000 |
| | | 6,587,543 | 6,685,065 |
| TOTAL ASSETS | | 8,146,777 | 9,371,055 |
| CURRENT LIABILITIES | | | |
| Lease Liability | 6 | - | 31,697 |
| Payables | 7 | 828,054 | 2,244,477 |
| Membership Subscriptions in Advance | | - | - |
| GST Payable | | - | 9,704 |
| | | 828,054 | 2,285,878 |
| NON-CURRENT LIABILITIES | | | |
| Lease Liability | 6 | - | - |
| | | - | - |
| TOTAL LIABILITIES | | 828,054 | 2,285,878 |
| NET ASSETS | | 7,318,723 | 7,085,177 |

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
STATEMENT OF CHANGES IN ACCUMULATED FUNDS
YEAR ENDED 31 AUGUST 2016

| | Retained Earnings \$ | Asset Revaluation Reserve \$ | Total \$ |
|-------------------------------|----------------------------|------------------------------------|-------------|
| Balance 1 September 2014 | 4,715,614 | 2,190,012 | 6,905,626 |
| Net Surplus for Year | 179,551 | - | 179,551 |
| | <hr/> | <hr/> | <hr/> |
| Balance 31 August 2015 | 4,895,165 | 2,190,012 | 7,085,177 |
| Net Surplus for Year | 233,546 | - | 233,546 |
| | <hr/> | <hr/> | <hr/> |
| Balance 31 August 2016 | 5,128,711 | 2,190,012 | 7,318,723 |
| | <hr/> | <hr/> | <hr/> |

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2016

| | NOTE | 2016 \$ | 2015 \$ |
|---|------|--------------------|--------------------|
| Cash Flows From Operating Activities | | | |
| Receipts – subscriptions received | | - | 7,731,394 |
| Other income | | 959,817 | 612,177 |
| Payments to suppliers, employees and others | | <u>(1,927,048)</u> | <u>(8,366,792)</u> |
| | | (967,231) | (23,221) |
| | | | |
| Interest received | | 38,213 | 75,618 |
| Interest paid | | <u>-</u> | <u>(6,101)</u> |
| | | | |
| Net cash inflow/(outflow) from operating activities | 5 | (929,018) | 46,296 |
| Cash Flows From Investing Activities | | | |
| Sale of property plant and equipment | | 47,728 | |
| Payments for purchase of property and equipment | | <u>(136,823)</u> | <u>(180,279)</u> |
| Net cash inflow/(outflow) from investing activities | | (89,095) | (180,279) |
| | | | |
| Cash Flow From Financial Activities | | | |
| Lease liability and loans | | <u>(31,697)</u> | <u>(52,521)</u> |
| | | | |
| Net cash inflow/(outflow) from financing activities | | <u>(31,697)</u> | <u>(52,521)</u> |
| | | | |
| Net (decrease)/increase in cash held | | (1,049,810) | (186,504) |
| Cash at the beginning of the financial year | | <u>2,417,016</u> | <u>2,603,520</u> |
| Cash at the end of the financial year | | <u>1,367,206</u> | <u>2,417,016</u> |

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS **FOR THE YEAR ENDED 31 AUGUST 2016**

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Industrial Relations Act (Qld) 1999. The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values, or except where specifically stated, current valuations of non-current assets. The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of these financial statements.

(a) Comparative Amounts

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

(b) 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 standards.

(c) 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.

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

(d) Affiliation and Capitation Fees

Affiliation and Capitation fees are recognised on an accrual basis and recorded as revenue and/or expense in the year to which they relate.

(e) Cash

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand, deposits held at call with bank.

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS **FOR THE YEAR ENDED 31 AUGUST 2016**

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(f) Taxation

Queensland Independent Education Union of Employees is exempt from income tax under section 50.1 of the Income Tax Assessment Act 1997 however still has obligation for the Goods and Services Tax (GST) and Fringe Benefit Tax.

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.

Cash flows are included in the cash flow statement on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the Australian Taxation Office is classified within operating cash flows.

(g) Property, Plant & Equipment

Furniture, Fittings, Office Equipment and Vehicles are carried at cost or valuation less, where applicable, any accumulated depreciation.

The depreciable amount of all fixed assets are depreciated over the useful lives of the assets to the Union commencing from the time the asset is held ready for use.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Freehold land and buildings including improvements are brought to account at cost or independent valuation having regard to the market value of the property.

The Union's Land & Buildings at Turbot Street, Brisbane were revalued on the 20 September 2013 in accordance with an independent valuation on a market as is basis.

(h) Leased non-current assets

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incident to ownership of leased non-current assets (finance leases), and operating leases under which the lessor effectively retains substantially all such risks and benefits. Finance leases are capitalised. A lease asset and liability are established at the present value of minimum lease payments. Lease payments are allocated between the principal component of the lease liability and the interest expense.

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2016

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

The leased asset is amortised on a straight line basis over the term of the lease, or where it is likely that the economic entity will obtain ownership of the asset, the life of the asset.

Operating lease payments are charged to the profit and loss account in the periods in which they are incurred as this represents the pattern of benefits derived from the leased assets.

| 2. OTHER RECEIVABLES | Note | 2016 | 2015 |
|------------------------------|-------------|----------------|----------------|
| | | \$ | \$ |
| Sundry Debtors & Prepayments | | 162,973 | 139,032 |
| IEUA/QNT Branch | | 6,851 | 125,381 |
| IEUA Federal Office | | - | - |
| IEUA WA Branch | | 6,326 | 4,561 |
| | | <u>176,150</u> | <u>268,974</u> |

3. PROPERTY, PLANT AND EQUIPMENT

| | | | |
|---|-------------|--------------------|--------------------|
| Land - at valuation | 1(g) | 3,347,600 | 3,347,600 |
| Land - at cost | | 86,400 | 86,400 |
| Buildings - at valuation | 1(g) | 1,550,000 | 1,550,000 |
| Buildings - at cost | | 1,669,497 | 1,544,034 |
| Plant, equipment and vehicles - at cost | | 1,587,080 | 1,775,604 |
| | | <u>8,240,577</u> | <u>8,303,638</u> |
| Less: accumulated depreciation | | <u>(1,713,034)</u> | <u>(1,711,341)</u> |
| | | 6,527,543 | 6,592,297 |
| Motor vehicles under finance lease | | - | 64,548 |
| Less: accumulated amortisation | | - | <u>(31,780)</u> |
| | | <u>6,527,543</u> | <u>32,768</u> |
| | | <u>6,527,543</u> | <u>6,625,065</u> |

4. OTHER FINANCIAL ASSETS

| | | | |
|---|--|---------------|---------------|
| Investment in non-listed Unit Trust - at cost | | <u>60,000</u> | <u>60,000</u> |
|---|--|---------------|---------------|

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2016

5. RECONCILIATION OF EXCESS OF INCOME OVER EXPENDITURE TO NET CASH INFLOW FROM OPERATING ACTIVITIES

| | 2016 | 2015 |
|--|------------------|---------------|
| | \$ | \$ |
| Excess of income over expenditure | 233,546 | 179,551 |
| Depreciation and amortisation | 171,028 | 235,215 |
| Loss on sale non-current assets | 15,589 | - |
| Change in operating assets and liabilities: | | |
| Decrease/(increase) in receivables | 76,946 | 43,262 |
| Increase/(decrease) in payables | (1,416,423) | 1,722,730 |
| Increase/(decrease) in other operating liabilities | (9,704) | (617,156) |
| Increase/(decrease) in other provisions | - | (1,517,306) |
| Net cash inflow from operating activities | <u>(929,018)</u> | <u>46,296</u> |

6. LEASE COMMITMENTS

FINANCE LEASES

Commitments in relation to finance leases are payable as follows:

| | | |
|--|----------|---------------|
| Not later than one year | - | 31,697 |
| Later than one year but not later than two years | - | - |
| | <u>-</u> | <u>31,697</u> |

PROPERTY LEASE

The union lease in relation to its Townsville office is payable at the rate of \$4,453 per month (GST Inclusive) until September, 2018. There is a five year option for renewal at that time. These costs are recoverable from IEUA-QNT.

7. PAYABLES

| | | |
|------------------------------|----------------|------------------|
| Trade Creditors | 23,571 | 116,761 |
| IEUA - QNT Branch | 752,919 | 2,039,730 |
| IEUA - NSW/ACT Branch | - | 112 |
| Other Creditors and Accruals | 51,564 | 87,874 |
| | <u>828,054</u> | <u>2,244,477</u> |

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2016

8. RELATED PARTIES

(a) The persons holding positions as council members of the union during the year were as follows:-

| | | |
|----------------------------|--------------------------|----------------------------|
| Terry Burke | Beverley Day | Cameron Love (Part Year) |
| Desmond McGovern | Lynette Byrnes | Mary Osterio (Part Year) |
| Kerry Laws | John Kennedy | Colin Grant |
| Christopher Chapman | Andrew Elphinstone | Jessica Prouten |
| Karyl Young (Part Year) | Aleisha Connellan | Janine Colwell |
| Bryce Goldberg | Brad Hayes | Jennifer Finlay |
| Paul Giles | Denis Kettle (Part Year) | Victoria McTaggart |
| Peter Butler-Wood | Lea Martin | Rebecca Sisson |
| Jodie Dern (Part Year) | Ian Hughes | Nerida Kaddatz (Part Year) |
| Peter De Waard (Part Year) | | |

(b) Transactions with council members comprise payments by them of union fees on the same basis as other members of the union.

9. INDUSTRIAL OPERATIONAL TRANSITION - QIEU / IEUA-QNT

During the prior year (ending 31 August 2015), QIEU Council and IEUA-QNT Branch Executive determined that the industrial operations of the Queensland Independent Education Union (QIEU) should transition to the federally registered Branch of the Independent Education Union of Australia - Queensland and the Northern Territory Branch (IEUA-QNT) as required by Commonwealth industrial regulations.

There has been no impact on members because of this change and QIEU members remain fully supported by a financially independent state registered organisation of employees and through its affiliated federal counterpart, IEUA-QNT.

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS **FOR THE YEAR ENDED 31 AUGUST 2016**

10. INFORMATION TO BE PROVIDED TO MEMBERS OR REGISTRAR

The attention of members is drawn to the provisions of Sub-Sections (1), (2), (3), & (4) of Section 556 of the Queensland Industrial Relations Act 1999 which read as follows:

- (1) A member of an organisation, may apply to the organisation for information that it must, under a regulation, give its members.
- (2) An application may be made by the Registrar for a member.
- (3) The organisation must give the member, or if the Registrar applies for a member, the Registrar, the information applied for in the way prescribed under a regulation.
- (4) If the information is given to the Registrar, the Registrar must give the information to the member for whom the Registrar made the application.

| 11. AFFILIATION AND CAPITATION | 2016 | 2015 |
|---------------------------------------|----------------|----------------|
| | \$ | \$ |
| IEUA - QNT Branch | - | 250,360 |
| Qld Council of Unions | 100,139 | 97,273 |
| Other | 40,641 | 39,412 |
| | <u>140,780</u> | <u>387,045</u> |

12. SUBSEQUENT EVENTS

No matters have arisen since the end of the financial year which would have a material affect on these financial statements.

13. CONTINGENT LIABILITIES

There were no contingent liabilities at 31 August 2016.

14. ADDITIONAL INFORMATION

The union operates within Queensland and its registered office is located at 346 Turbot Street, Spring Hill, Queensland.

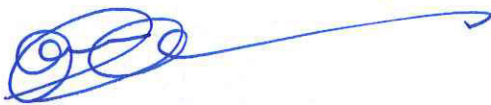
QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

CERTIFICATION BY ACCOUNTING OFFICER OF UNION
IN ACCORDANCE WITH REGULATION SCHEDULE 4 PART 1
OF THE INDUSTRIAL RELATIONS REGULATION 2011

I, Paul Giles, being the Officer responsible for keeping the accounting records of the Queensland Independent Education Union of Employees certify that 15,994 persons were financial and 933 persons were unfinancial members of the Union at the end of the financial year to which the attached accounts relate.

I am of the opinion that in respect of the financial year to which this statement relates:

- 1 The attached accounts show a true and fair view of the financial affairs of the Union as at the end of the financial year;
- 2 A record has been kept of all moneys paid by, or collected from, members of the Union and all moneys paid or collected have been credited to the bank account or accounts to which those moneys are to be credited, in accordance with the rules of the Union;
- 3 Before any expenditure was incurred by the Union, approval of the incurring of the expenditure was obtained in accordance with the rules of the Union;
- 4 Any payments made from a special account for a purpose, other than the purpose for which the account was operated, was approved in accordance with the rules of the Union;
- 5 All loans or other financial benefits (if any) granted to any employee and persons holding office in the Union were authorised in accordance with the rules or the Union; and
- 6 The register of members of the Union was maintained in accordance with the Act.



PAUL GILES

30 September, 2016

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

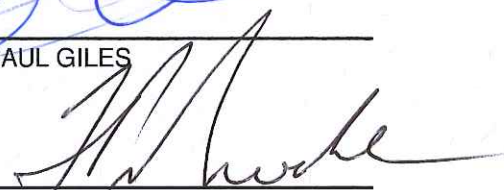
CERTIFICATE BY COMMITTEE OF MANAGEMENT
IN ACCORDANCE WITH REGULATION SCHEDULE 4 PART 2
OF THE INDUSTRIAL RELATIONS REGULATION 2011

We, Paul Giles and Terence Burke, being two Members of the Committee of Management of the Queensland Independent Education Union of Employees, so state on behalf of the Committee of Management, in accordance with resolution passed by the committee of Management, that in the opinion of the Committee of Management:

- 1 The attached accounts of the Union show a true and fair view of the financial affairs of the Union as at the end of that financial year on 31 August, 2016;
- 2 The attached accounts were prepared in accordance with the Queensland Industrial Relations Act 1999;
- 3 The union was solvent during the whole of the financial year ended 31 August, 2016;
- 4 That during the financial year to which the accounts relate, meetings of the Committee of Management were, in the opinion of the Committee, held in accordance with the rules of the Union;
- 5 That to the knowledge of any members of the Committee there has been, during the financial year, no instance where records of the union or other documents (not being documents containing information available to a members under S.556 of the Act) or copies of those records, or other documents, or copies of the rules of the Union, have not been furnished, or made available, to members of the Union in accordance with the Act, these regulations or the rules as the case may be;
- 6 That in relation to the audit report and accounts for the Union's financial year immediately preceding the financial year to which these accounts relate:
 - (a) The audit report and accounts were presented to an annual general meeting of the union under section 565 of the Act.
 - (b) Copies of the Audit Report and Accounts were given to members of the Union under section 566 of the Act.



PAUL GILES



TERENCE BURKE

31 October 2016

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

INDEPENDENT AUDIT REPORT

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of the QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES, which comprises the balance sheet as at 31 August 2016 and the income & expenditure statement for the year then ended, statement of changes in accumulated funds, statement of cash flows, the notes to the financial statements, certification by accounting officer and the Union's certificate by committee of management.

The Union's State Committee of Management is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the financial reporting requirements of the Union's rules and are appropriate to meet the needs of the members. The State Committee of Management's responsibility also includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

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

The financial report has been prepared for distribution to members for the purpose of fulfilling the State Committee of Management's financial reporting obligation under the Union's rules and Industrial Relations Act 1999 (Qld). We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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 requirements of Australian Professional Ethical Pronouncements and the Queensland Industrial Relations Act 1999.


QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

INDEPENDENT AUDIT REPORT

Audit Opinion

In our opinion,

- (a) the Union has kept satisfactory accounting records for the year ended 31 August 2016, including records of:
 - (i) the sources and nature of the Union's income, including membership subscriptions and other income from members; and
 - (ii) the nature of and reasons for the Union's expenditure;
- (b) the accounts for the year ended 31 August 2016 were properly drawn to give a true and fair view of the Union's:
 - (i) financial affairs at the end of the year; and
 - (ii) income and expenditure and surplus for the year;
- (c) the accounts for the year ended 31 August 2016 were prepared under the Industrial Relations Act (Qld) 1999;
- (d) the financial disclosure statement and mid-year financial disclosure statement for the year were prepared under this Act; and
- (e) the organisation has the policies it is required to have under section 553A(1); and
- (g) there were no deficiencies, failures or shortcomings in relation to the matters referred to in paragraphs (a) to (e); and
- (h) all information and explanations required from the Union's officers or employees were given during course of undertaking the audit.


Norman J Hoare
Registered Company Auditor

Morris & Batzloff
Chartered Accountants

96 Lytton Road
East Brisbane Qld

Date: *14th October 2016*