

**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 2012 to 31 August 2013.

**Accounts**

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

**Remuneration of Officers**

Below are the benefits received by the ten highest remunerated Officers of the QIEU:

<b>Name</b>	<b>Remuneration</b>	<b>Superannuation</b>	<b>Honoraria</b>	<b>Other Benefits Employee contributes \$3,392 post tax to have private access to a vehicle</b>	<b>Total</b>
T Burke General Secretary	\$ 159,927	\$ 23,673	Nil	\$ 5,605	\$ 189,205
P Giles Assistant General Secretary & Treasurer	\$ 135,557	\$ 20,064	Nil	\$280	\$ 155, 901
R McLennan Assistant General Secretary	\$ 136,069	\$ 20,141	Nil	\$ 2,065	\$ 158,275
A Elphinstone President	Nil	Nil	\$ 5,000	Nil	\$ 5,000
Aleisha Connellan Senior Vice- President	Nil	Nil	Nil	Nil	Nil
Des McGovern Junior Vice- President	Nil	Nil	Nil	Nil	Nil
Denis Kettle Executive Member	Nil	Nil	Nil	Nil	Nil
Bryce Goldberg Executive Member	Nil	Nil	Nil	Nil	Nil
Peter Butler-Wood General Member	Nil	Nil	Nil	Nil	Nil
Lorraine Hellmrich General Member	Nil	Nil	Nil	Nil	Nil

**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-557c-and-557f-of-the-industrial-relatio/>

### Spending for Political Purposes

Value	Political Object of Spend	Nature of Spend	Ballot Date
Nil	N/A	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 draft policies have been provisionally adopted in order to comply with the Industrial Relations Act 1999 pending Union Council approval:

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.	Draft	TBA
Financial Authorisations and Delegations.	Authorisations and delegations relating to the organisation's spending.	Draft	TBA
Credit Cards.	Issuing using and cancelling credit cards and accountability for, reporting about and audit of the use of credit cards.	Draft	TBA
Contracting.	Tender and selection process, review of significant contracts and disclosure of identity of, and arrangements with, key service providers.	Draft	TBA
Travel and Accommodation.	Details of travel spending and receipts of sponsored hospitality benefits.	Draft	TBA
Entertainment and Hospitality.	Spending on, and receipt of, entertainment and hospitality.	Draft	TBA
Gifts.	Giving, receiving and disposing of gifts.	Draft	TBA
Complaints (Financial Matters)	How complaints about financial matters are dealt with.	Draft	TBA

### Financial Management Training

Officers involved in the financial decisions for the QIEU are required to undertake approved financial training. As no training has yet been approved by the Queensland Industrial Relations Commission, the QIEU has been unable to pursue this matter beyond existing rules of governance.

**QUEENSLAND INDEPENDENT EDUCATION  
UNION OF EMPLOYEES**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED  
31 AUGUST 2013**

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**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**  
**STATEMENT OF INCOME & EXPENDITURE**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

	Note	2013 \$	2012 \$
<b>INCOME</b>			
Subscriptions – Membership	5	7,783,926	7,747,544
Advertising		16,063	22,196
Employee Contribution – Vehicle Expenses		62,239	59,672
Interest Received		152,468	138,085
Project Income		29,273	81,818
Profit on Disposal – Non Current Assets		40,000	-
Rent Received		424,058	365,463
Other Income		71,856	55,276
		<u>8,579,883</u>	<u>8,470,054</u>
<b>LESS EXPENDITURE</b>			
Affiliation and Capitation	13	392,255	375,611
Advertising		8,417	8,808
Amortisation/Depreciation		238,480	251,473
Audit Fees		6,800	7,330
Branch Costs		20,544	17,333
Building Costs		116,585	178,598
Building Union Strength		45,131	58,458
Bursaries and Prizes		15,656	17,251
Collective Action - Financial Hardship		200	500
Cleaning		45,007	50,471
Commission – Subscription Collection		37,439	41,231
Committee and Council Meetings		23,809	34,729
Communication Expenses		131,290	133,130
Conference Costs		2,730	33,397
Donation & Sponsorship		3,590	8,068
Electricity and Rates		108,448	41,547
Employment Expenses:			
- Salaries & Wages Officers		3,180,537	2,879,086
- Salaries & Wages Clerical		1,178,601	1,276,507
- Superannuation		571,578	535,854
- Payroll Tax		227,249	214,472
- Professional Development		63,666	43,664
- Work Cover		49,281	27,212
- Annual Leave & Long Service:			
Leave Provision - Officers		138,218	203,761
- Clerical		140	16,530
- Honoraria		5,000	5,000
Finance Costs:			
- Fees & Charges		56,036	59,392
- Interest		8,019	40,276
Fringe Benefits Tax		28,375	24,691
Industrial Campaign Expenses		113,365	54,011

**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**  
**STATEMENT OF INCOME & EXPENDITURE**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

	Note	2013 \$	2012 \$
Contribution - IEUA/QNT Branch		92,546	118,646
Insurance		130,902	130,125
Land Tax		18,501	17,659
Legal Expenses		154,526	154,238
Member Information Services		21,650	19,658
Postage		194,540	197,716
Printing and Stationery		165,505	154,155
Publication		158,509	155,293
Rent – Office Equipment		43,822	36,076
Regional Office Expenses		18,084	-
Regional Office Lease Expenses		48,322	51,437
Repairs & Maintenance		200,311	109,997
Research		1,907	222
Research Grants		1,000	2,000
Soiree Expenses		4,166	3,908
Software Costs		67,897	47,198
Subscriptions		50,847	35,397
Travelling and Accommodation		155,920	144,030
Vehicle Expenses		163,707	151,792
Other Expenses		36,528	36,453
		<u>8,545,636</u>	<u>8,204,391</u>
 NET OPERATING SURPLUS/ (DEFICIT) FOR THE YEAR		 <u>34,247</u>	 <u>265,663</u>

**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**  
**BALANCE SHEET**  
**AS AT 31 AUGUST 2013**

	Note	2013 \$	2012 \$
<b>ACCUMULATED FUNDS</b>			
Retained Earnings		4,679,754	4,645,507
Asset Revaluation Reserve		3,825,501	3,825,501
		<u>8,505,255</u>	<u>8,471,008</u>
Represented By:			
<b>CURRENT ASSETS</b>			
Cash on Hand		300	400
Cash at Bank		2,817,934	2,975,899
Membership Subscriptions Receivable		43,734	48,763
Other Receivables	2	304,240	249,894
		<u>3,166,208</u>	<u>3,274,956</u>
<b>NON-CURRENT ASSETS</b>			
Property, Plant & Equipment	3	8,315,786	8,133,755
Other Financial Assets	4	60,000	60,000
		<u>8,375,786</u>	<u>8,193,755</u>
<b>TOTAL ASSETS</b>		<u>11,541,994</u>	<u>11,468,711</u>
<b>CURRENT LIABILITIES</b>			
Bank Loans	10	-	200,000
Lease Liability	7	75,560	180,311
Payables	8	551,143	452,184
Membership Subscriptions in Advance	5	833,956	786,316
Provisions	11	771,475	709,518
GST Payable		65,241	52,117
		<u>2,297,375</u>	<u>2,380,446</u>
<b>NON-CURRENT LIABILITIES</b>			
Lease Liability	7	57,884	12,178
Bank Loans	10	-	-
Provisions	11	681,480	605,079
		<u>739,364</u>	<u>617,257</u>
<b>TOTAL LIABILITIES</b>		<u>3,036,739</u>	<u>2,997,703</u>
<b>NET ASSETS</b>		<u>8,505,255</u>	<u>8,471,008</u>

**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**  
**STATEMENT OF CHANGES IN ACCUMULATED FUNDS**  
**YEAR ENDED 31 AUGUST 2013**

	Retained Earnings \$	Asset Revaluation Reserve \$	Total \$
Balance 1 September 2012	4,645,507	3,825,501	8,471,008
Net Operating Surplus for Year	34,247	-	34,247
	<hr/>	<hr/>	<hr/>
<b>Balance 31 August 2013</b>	<b>4,679,754</b>	<b>3,825,501</b>	<b>8,505,255</b>

**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

	NOTE	2013 \$	2012 \$
<b>Cash Flows From Operating Activities</b>			
Receipts – subscriptions received		7,836,595	7,720,152
Other income		643,489	584,425
Payments to suppliers and employees		<u>(8,103,042)</u>	<u>(7,246,013)</u>
		377,042	1,058,564
Interest received		152,468	138,085
Interest paid		<u>(8,019)</u>	<u>(40,276)</u>
Net cash inflow from operating activities	6	521,491	1,156,373
<b>Cash Flows From Investing Activities</b>			
Payments for purchase of property and equipment		<u>(349,371)</u>	<u>(932,065)</u>
Net cash inflow/(outflow) from investing activities		(349,371)	(932,065)
<b>Cash Flow From Financial Activities</b>			
Lease liability and loans		<u>(330,185)</u>	<u>(87,263)</u>
Net cash inflow/(outflow) from financing activities		<u>(330,185)</u>	<u>(87,263)</u>
Net (decrease)/increase in cash held		(158,065)	137,045
Cash at the beginning of the financial year		<u>2,976,299</u>	<u>2,839,254</u>
Cash at the end of the financial year		<u>2,818,234</u>	<u>2,976,299</u>



**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**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) Employee Entitlements**

The amounts expected to be paid to employees for their pro-rata entitlements of long service and annual leave are accrued annually at current pay rates having regard to experience of employee's departures and period of service.

**(c) 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.

**(d) 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.

**(e) 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 it relates.

**(f) 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 2013

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

#### **(g) 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.

#### **(h) 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.

#### **(i) 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 2013**

**1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

The lease asset is amortised in 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.

<b>2. OTHER RECEIVABLES</b>	<b>2013</b>	<b>2012</b>
	<b>\$</b>	<b>\$</b>
Sundry Debtors & Prepayments	276,954	230,181
Reimbursement IEUA/QNT Branch	27,286	19,647
Reimbursement IEUA Federal	-	66
	<u>304,240</u>	<u>249,894</u>
<b>3. PROPERTY, PLANT AND EQUIPMENT</b>		
Land and building – at independent valuation	6,180,000	6,180,000
Land and Buildings at Cost	1,892,786	1,543,666
Plant, equipment and vehicles – at cost	1,604,810	1,733,471
Less: accumulated depreciation	<u>(1,510,994)</u>	<u>(1,513,849)</u>
	8,166,602	7,943,288
Motor vehicles under finance lease	523,691	490,704
Less: accumulated amortisation	<u>(374,507)</u>	<u>(300,237)</u>
	<u>149,184</u>	<u>190,467</u>
	<u>8,315,786</u>	<u>8,133,755</u>
<b>4. OTHER FINANCIAL ASSETS</b>		
Investment in non-listed Unit Trust – at cost	<u>60,000</u>	<u>60,000</u>
<b>5. SUBSCRIPTION INCOME</b>		

The subscription year ends on 31 December, 2013 whilst the financial report is prepared for the period ended 31 August, 2013. Subscriptions received prior to the 31 August, 2013 which relate to the period 1 September, 2013 to 31 December, 2013 have been carried forward to offset expenditure that will become due up to 31 December, 2013.

**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

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

	2013	2012
	\$	\$
Excess of income over expenditure	34,247	265,663
Depreciation and amortisation	238,480	251,473
(Profit) Loss on Disposal – Non Current Assets	-	-
Change in operating assets and liabilities:		
Decrease/(increase) in receivables	(49,317)	414,592
Increase/(decrease) in sundry creditors	98,959	3,218
Increase/(decrease) in other operating liabilities	60,764	1,136
Increase/(decrease) in other provisions	138,358	220,291
Net cash inflow from operating activities	<u>521,491</u>	<u>1,156,373</u>

**7. LEASE COMMITMENTS**

Commitments in relation to finance leases are payable as follows:

Not later than one year	75,561	180,311
Later than one year but not later than two years	57,884	12,178
	<u>133,445</u>	<u>192,489</u>

**8. PAYABLES**

Trade Creditors	127,453	211,498
IEUA - QNT Branch	133,469	26,458
Other Creditors and Accruals	290,221	214,228
	<u>551,143</u>	<u>452,184</u>

**9. RELATED PARTIES**

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

Terry Burke	Beverley Day	David Frazer
Desmond McGovern	Lyn Byrnes	Mary Osterio
Kerry Laws	John Kennedy	Jane Blackburn
Christopher Chapman	Andrew Elphinstone	Pamela Chetwyn
Andrew Stein	Aleisha Connellan	Rosemary Lacey (Part Year)
Bryce Goldberg	Ros McLennan	Andrew Street (Part Year)
Paul Giles	Denis Kettle	Robert Amedee (Part Year)
Peter Butler-Wood	Lorraine Hellmrich	Lea Martin (Part Year)

**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

**9. RELATED PARTIES (Cont'd)**

	2013	2012
(b) Amounts received or due and receivable by council members in connection with the management of the union, paid as salary and superannuation.	\$ <u>495,431</u>	\$ <u>496,457</u>

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

**10. BANK LOANS**

Current Liabilities		
Land and Buildings	-	200,000
Non Current Liabilities	-	-
	<u>-</u>	<u>200,000</u>

Bank loans are secured by registered first mortgage over the organisation's freehold property.

**11. PROVISIONS**

Employee Entitlements:		
Annual Leave	771,475	709,518
Long Service Leave	681,480	605,079

**12. 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 Relation 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.

**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**

**NOTES TO AND FORMING PART OF THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2013**

	2013	2012
	\$	\$
<b>13. AFFILIATION AND CAPITATION</b>		
IEUA	269,799	259,492
Qld Council of Unions	85,028	80,862
Other	37,428	35,257
	<u>392,255</u>	<u>375,611</u>

**14. SUBSEQUENT EVENTS**

No matters have arisen since the 31 August 2013 that would materially affect these financial statements.

**15. CONTINGENT LIABILITIES**

There were no contingent liabilities at 31 August 2013.

**16. 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 15393 persons were financial and 669 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

26 September, 2013

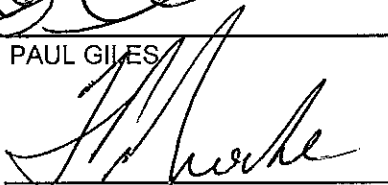
**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**

**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, 2013;
- 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, 2013;
- 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 documented 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

28 October , 2013



# QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

## INDEPENDENT AUDIT REPORT

To the members of the Queensland Independent Education Union of Employees

### ***Report on the Financial Report***

This special purpose financial report comprises the statement of income, balance sheet, statement of changes in accumulated funds, statement of cash flows, accompanying notes to the financial statements and the certificates of the committee of management and accounting officer for the year ended 31 August 2013.

### ***Responsibility of the Committee of Management and Accounting Officer***

The committee of management and accounting officer are responsible for the preparation and true and fair presentation of the financial report in accordance with the Queensland Industrial Relations Act 1999. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

### ***Auditors Responsibility***

Our responsibility is to express an opinion on the financial report to the members of the Union. Our Audit was conducted in accordance with Australian Auditing Standards in order to provide reasonable assurance whether the financial report is free of material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making these risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting obligation under the Queensland Industrial Relations Act 1999.

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

### **Independence**

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements and the Queensland Industrial Relations Act 1999.

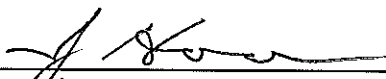
QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

INDEPENDENT AUDIT REPORT

**Audit Opinion**

We, Morris & Batzloff have inspected and audited the accounting records kept by the Queensland Independent Education Union of Employees in respect of the year ended 31 August 2013, and we certify that in our opinion:

- 1 (i) There were kept by the Union in relation to the year satisfactory accounting records, including:
  - (a) records of source and nature of income of the Union (including income from members);
  - (b) records of the nature of and reason for and the expenditure of the Union: and
- (ii) The accounts for the year were properly drawn up so as to give a true and fair view of:
  - (a) the financial affairs of the Union as at the end of the year; and
  - (b) the income and expenditure, and surplus, of the Union for the year.
- 2 That information and explanations required of officers or employees of the union were provided during the course of the audit.
- 3 The accounts were prepared under the Queensland Industrial Relations Act 1999.
- 4 The annual financial disclosure statement was prepared under the Queensland Industrial Relations Act 1999.
- 5 In addition to existing financial policies under which the union is governed the union on the 31 August 2013 provisionally adopted financial policies pending union council approval in order to comply with the Queensland Industrial Relations Act 1999.
- 6 The union did not incur spending for political purposes during the financial year.

  
\_\_\_\_\_  
Norman J. Hoare  
Registered Company Auditor  
Morris & Batzloff  
Chartered Accountants

*25th September, 2013*  
96 Lytton Road, East Brisbane

**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES**

**Certificate of Secretary**

section 570(1)(b) of the Industrial Relations Act 1999

I, Terence Patrick Burke, being the General Secretary of the Queensland Independent Education Union of Employees, certify that the originals of the report and accounts for the financial year ended 31 August 2013 were presented to an Annual General Meeting held on 25 October 2013.

Signature:

  
.....

Name:

Terence Patrick Burke

Title of Office Held:

General Secretary

Date:

28 October 2013