



ANNUAL FINANCIAL REPORT

FOR THE PERIOD ENDING 30 JUNE 2018

THE QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

OPERATING REPORT

The Council (Committee of Management) of the Queensland Independent Education Union (QIEU) presents its report for the period ended 30 June 2018.

Review of Principal Activities and Results

The principal activity of QIEU during the year was to watch over, protect, and advance the interests of employees in non-government schools and non-government preschools and kindergartens and other like educational establishments in Queensland who are eligible for membership. Those activities included, but were not limited to:

- Provision of support and advice to members;
- Provision of support for education, equity and industrial issues.

The Union's principal activities resulted in:

- Maintenance and improvement of wages and conditions of employment for our members, especially those covered by collective bargaining agreements negotiated by our union;
- Growth of our solid membership base in Queensland, demonstrating member satisfaction of the support and advice currently provided to them; and

There were no significant changes to the nature of the organisation's activities during the year.

Significant Changes in Financial Affairs

On 4 February 2018 QIEU Council resolved to seek a rule change giving effect to the organisation's financial year so as to end on 30 June 2018 and every twelve months thereafter. Following feedback from members the QIEU Council confirmed this decision by resolution and an application for approval for the change was lodged with the Industrial Registrar. A certificate pertaining to the rule change was issued by the Industrial Registrar on 9th May 2018.

There were no other significant changes to the financial affairs of the organisation during the financial period.

Right of Members to Resign

In accordance with Rule 3(c) of the Union and by virtue of s726 of the Industrial Relations Act 2016, a member may resign from membership by written notice addressed and delivered to the Union. Resignation will be effective from the date of the notice or a date specified in the notice.

Officers and members who are Superannuation Fund Trustees or are Directors of a Company that is a Superannuation Fund Trustee are:

Terence Burke	Secretary	Director of QIEC Pty Ltd, the Corporate Trustee of QIEC Super
John Spriggs	Member	Director of QIEC Pty Ltd, the Corporate Trustee of QIEC Super
Chris Seymour	Member	Alternate Director of QIEC Pty Ltd, the Corporate Trustee of QIEC Super

Remuneration Register

QIEU is required to disclose the remuneration of the highest paid Officers under Section 764 of the Industrial Relations Act 2016.

No remuneration was provided by QIEU to any Officer in their capacity as Officer nor was any remuneration received by an Officer as a board member during the period.

Officer's Name	Remuneration Amount	Non-Cash Benefit	Board Member Remuneration

Loans, Grants and Donations Register

QIEU is required to disclose particulars of loans, grants and donations over \$1000 given by the organisation. This disclosure is made under Section 764 of the Industrial Relations Act 2016.

No loan, grant or donation was provided by QIEU to any person or entity during the period.

Recipient's Name and Address	Loan, Grant or Donation Amount	Reason	Repayment Plan for loans

Prepared by:

Signature of officer:



Date:

6-09-2018

Name of officer:

Terence P Burke – General Secretary

Signature of designated officer:



Date:

6-09-2018

Name of officer:

Terence P Burke – General Secretary

**QUEENSLAND INDEPENDENT EDUCATION
UNION OF EMPLOYEES**

FINANCIAL STATEMENTS

**FOR THE PERIOD ENDED
30 JUNE 2018**

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QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
STATEMENT OF COMPREHENSIVE INCOME
FOR THE PERIOD ENDED 30 JUNE 2018

INCOME	Note	2018 \$	2017 \$
Subscriptions	- Membership	1,209	2,385
	- Compulsory Levies	-	-
Capitation Fees		-	-
Grants		-	-
Donations		-	-
Interest Received		5,040	15,990
Profit on Disposal – Non Current Assets		1,547	16,345
Rent Received		377,695	484,018
Other Income		13,464	10,715
		<u>398,955</u>	<u>529,453</u>
LESS EXPENDITURE			
Affiliation Fees	12	155,645	148,461
Audit Fees		5,200	5,000
Building Costs		12,946	15,819
Depreciation Expense		161,910	185,122
Finance Costs:			
- Fees & Charges		1,128	1,464
Land Tax		22,621	37,056
Legal Expenses	13	-	5,096
Repairs & Maintenance		30,534	80,243
Capitation Fees		-	-
Compulsory Levies		-	-
Grants		-	-
Donations		-	-
Employment Expenses		-	-
Employee Payroll Deduction Costs		-	-
Fees and Allowances		-	-
Meeting Expenses		-	-
Penalties		-	-
		<u>389,984</u>	<u>478,261</u>
NET SURPLUS/ (DEFICIT) FOR THE PERIOD		8,971	51,192
Other Comprehensive Income		-	-
TOTAL COMPREHENSIVE INCOME FOR PERIOD		<u>8,971</u>	<u>51,192</u>

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2018

	Note	2018 \$	2017 \$
ACCUMULATED FUNDS			
Retained Earnings		5,188,874	5,179,903
Asset Revaluation Reserve		<u>2,151,867</u>	<u>2,190,012</u>
		<u>7,340,741</u>	<u>7,369,915</u>
Represented By:			
CURRENT ASSETS			
Cash on Hand		170	170
Cash at Bank and on Deposit		672,144	457,073
Other Receivables	3	<u>42,734</u>	<u>192,542</u>
		715,048	649,785
NON-CURRENT ASSETS			
Property, Plant & Equipment	4	6,621,311	6,758,503
Investments	5	<u>60,000</u>	<u>60,000</u>
		<u>6,681,311</u>	<u>6,818,503</u>
TOTAL ASSETS		<u>7,396,359</u>	<u>7,468,288</u>
CURRENT LIABILITIES			
Payables	7	<u>55,618</u>	<u>98,373</u>
		55,618	98,373
NON-CURRENT LIABILITIES			
		<u>-</u>	<u>-</u>
TOTAL LIABILITIES		<u>55,618</u>	<u>98,373</u>
NET ASSETS		<u>7,340,741</u>	<u>7,369,915</u>

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
STATEMENT OF CHANGES IN ACCUMULATED FUNDS
PERIOD ENDED 30 JUNE 2018

	Retained Earnings \$	Asset Revaluation Reserve \$	Total \$
Balance 1 September 2016	5,128,711	2,190,012	7,318,723
Net Surplus for Year	51,192	-	51,192
	<hr/>	<hr/>	<hr/>
Balance 31 August 2017	5,179,903	2,190,012	7,369,915
Net Surplus for Year	8,971	-	8,971
Revaluation - Buildings	-	(38,145)	(38,145)
	<hr/>	<hr/>	<hr/>
Balance 30 June 2018	5,188,874	2,151,867	7,340,741
	<hr/>	<hr/>	<hr/>

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
STATEMENT OF CASH FLOWS
FOR THE PERIOD ENDED 30 JUNE 2018

	NOTE	2018 \$	2017 \$
Cash Flows From Operating Activities			
Receipts – Subscriptions received		351	2,385
Other income		584,816	741,590
Payments - Suppliers, employees and others		<u>(313,821)</u>	<u>(1,270,191)</u>
		271,346	(526,216)
Interest received		5,040	15,990
Interest paid		<u>-</u>	<u>-</u>
Net cash inflow/(outflow) from operating activities	6	276,386	(510,226)
Cash Flows From Investing Activities			
Sale of property plant and equipment		24,068	40,382
Payments for purchase of property and equipment		<u>(85,583)</u>	<u>(440,119)</u>
Net cash inflow/(outflow) from investing activities		(61,515)	(399,737)
Cash Flow From Financial Activities			
Lease liability and loans		<u>-</u>	<u>-</u>
Net cash inflow/(outflow) from financing activities		<u>-</u>	<u>-</u>
Net (decrease)/increase in cash held		214,871	(909,963)
Cash at the beginning of the financial year		<u>457,243</u>	<u>1,367,206</u>
Cash at the end of the financial year		<u>672,114</u>	<u>457,243</u>

Included in Cash Flow are the following from/to other Reporting Units/Related Parties:

Receipts:

- IEUA - QNT Branch	517,751	591,193
- IEUA - WA Branch	41,810	51,802

Payments:

- IEUA - QNT Branch	49,022	-
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QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE PERIOD ENDED 30 JUNE 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a general purpose financial report prepared in order to satisfy the financial reporting requirements of the Industrial Relations Act 2016. 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.

Due to a change in the Union's financial year these financial statements are for the period 1 September 2017 to 30 June 2018. Comparative figures are for the year 1 September 2016 to 31 August 2017.

(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.

All Revenue is stated net of the amount of Goods & Services Tax (GST).

The Union has not received financial support from another Reporting Entity.

(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 and short term deposits held at call with bank.

(f) Financial Assets and Liabilities

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.

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE PERIOD ENDED 30 JUNE 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(f) Financial Assets and Liabilities (cont'd)

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'.

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.

Financial Liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities.

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

(g) Impairment of Assets

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

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

(h) 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.

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE PERIOD ENDED 30 JUNE 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(h) Taxation (cont'd)

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.

(i) 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.

The Union's Land & Buildings in Western Australia were revalued on the 4 April 2018 in accordance with an independent valuation on a market as is basis.

The depreciation rates used for each class of depreciable assets are:

Buildings - Prime Cost basis	2.5% - 10%
Plant, Vehicles & Equipment - Prime cost basis	7.5% - 25%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

Derecognition

An item of 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 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.

Impairment for Non Financial Assets

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE PERIOD ENDED 30 JUNE 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

(i) Property, Plant & Equipment (cont'd)

Impairment for Non Financial Assets (cont'd)

The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Queensland Independent Education Union of Employees were deprived of the asset, its value in use is taken to be its depreciated replacement costs.

(j) 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.

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.

(k) Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Balance Sheet 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.

(l) Going Concern

The Union is not reliant on the agreed financial report of another reporting entity to continue as a going concern nor has it agreed to provide financial support to another reporting unit to enable it to continue as a going concern.

2. ACCOUNTING ESTIMATES AND JUDGEMENTS

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE PERIOD ENDED 30 JUNE 2018

2. ACCOUNTING ESTIMATES AND JUDGEMENTS (continued)

(a) Critical accounting estimates and assumptions

The Queensland Independent Education Union of Employees makes estimates and assumptions concerning the future. The resulting accounting estimates by definition seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

(b) Critical judgements in applying the Union's accounting principles

There are no critical judgements that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities.

3 OTHER RECEIVABLES	Note	2018	2017
		\$	\$
Sundry Debtors & Prepayments		32,574	175,310
IEUA/QNT Branch		7,058	7,271
IEUA Federal Office		-	4,599
IEUA WA Branch		3,102	-
		<u>42,734</u>	<u>187,180</u>
 4 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)	1,992,400	1,550,000
Buildings - at cost		1,344,088	1,875,191
Plant, equipment and vehicles - at cost		1,239,440	1,374,947
		<u>8,009,928</u>	<u>8,234,138</u>
Less: accumulated depreciation		<u>(1,388,617)</u>	<u>(1,475,635)</u>
		<u>6,621,311</u>	<u>6,758,503</u>
 5. INVESTMENTS			
Investment in non-listed Unit Trust - at cost		<u>60,000</u>	<u>60,000</u>
 6. RECONCILIATION OF EXCESS OF INCOME OVER EXPENDITURE TO NET CASH INFLOW FROM OPERATING ACTIVITIES			
Excess of income over expenditure		8,971	51,192
Depreciation and amortisation		161,910	185,122
Profit on Sale non-current assets		(1,547)	(16,345)
Loss on sale non-current assets		-	-
Change in operating assets and liabilities:			
Decrease/(increase) in receivables		149,808	(514)
Increase/(decrease) in payables		(42,756)	(729,681)
Increase/(decrease) in other operating liabilities		-	-
Net cash inflow from operating activities		<u>276,386</u>	<u>(510,226)</u>

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE PERIOD ENDED 30 JUNE 2018

7. PAYABLES	2018	2017
	\$	\$
Trade Creditors	832	31,636
IEUA - QNT Branch	15,216	49,022
IEUA - West Australian Branch	2,265	-
Other Creditors and Accruals	37,305	17,715
	<u>55,618</u>	<u>98,373</u>

8. RELATED PARTIES

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

Andrew Elphinstone	Aleisha Connellan	Bryce Goldburg
Terence Burke	Paul Giles	Rebecca Sisson
Brad Hayes	Andrew Street	Ian Hughes
Janine Colwell	Melissa Goodingham	Colin Grant
John Kennedy	Anthony Cooper	Jessica Prouten (Resigned 3.12.17)
Karyl Young	Cameron Love	Jennifer Finlay
Christopher Chapman	Bev Day	Neridah Kaddatz
Melissa Roth	Erin Hawkins	Lynette Byrnes
Peter De Waard	Lea Martin	Anthony Hallam
Robert Rea (Trustee)	Maria Heenan (Trustee)	
Desmond McGovern (Trustee)		

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

9. FINANCIAL RISK MANAGEMENT	2018	2017
	\$	\$
Financial Assets		
Cash and Cash at Bank (unrestricted)	672,314	457,243
Receivables	42,734	192,542
Carrying Amount of Financial Assets	<u>715,048</u>	<u>649,785</u>
Financial Liabilities		
Other Payables	55,618	98,373
Carrying Amount of Financial Liabilities	<u>55,618</u>	<u>98,373</u>

Cash, cash at bank, other receivables and other payables are short term instruments in nature whose carrying amount is equivalent to fair value. Cash at bank is held in a high quality financial institution.

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE PERIOD ENDED 30 JUNE 2018

9. FINANCIAL RISK MANAGEMENT (Continued)

The Union does not invest in shares or derivatives and therefore has no exposure to the fluctuation in price that is inherent in such a market.

No financial asset was past due or impaired at 30 June 2018.

10. LIQUIDITY RISK

Liquidity risk arises from the possibility that the Union might encounter difficulty in settling its debts or otherwise meeting its obligations in relation to financial liabilities. The Union manages this risk through the following mechanisms:-

- preparing forward cash flow analysis in relation to its operational activities.
- maintaining a reputable credit profile.
- investing surplus cash with reputable financial institutions.

The Union does not receive support from another reporting unit as outlined in Note 1(l).

11. SECTION 787 INDUSTRIAL RELATIONS ACT 2016

In accordance with the requirements of the Industrial Relations Act 2016, the attention of members is drawn to the provisions of Section (1) to (3) of Section 787 of the Industrial Relations Act 2016, which read as follows:

- (1) A member of a reporting unit, or the Registrar, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) The application must be in writing and must state the period within which and the manner in which the information is to be made available. The period must be at least 14 days after the application is made.
- (3) The reporting unit's organisation must ensure the reporting unit complies with the application.

	2018 \$	2017 \$
12. AFFILIATION AND CAPITATION		
Qld Council of Unions	120,356	106,200
Other	35,289	42,261
	<u>155,645</u>	<u>148,461</u>
13. LEGAL EXPENSES		
Litigation	-	-
Other	-	5,096
	<u>-</u>	<u>5,096</u>

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE PERIOD ENDED 30 JUNE 2018

14. STATEMENT OF FINANCIAL POSITION

Assets

A provision for doubtful debts in relation to receivables of the union was not required at 30 June 2018.

Liabilities

As at 30 June 2018 there were no liabilities in relation to:-

- payments to employers in relation to the collection of membership subscriptions
- legal costs
- employee provisions

Other

During the financial period no assets or liabilities were acquired by the Union as a result of:-

- (a) an amalgamation under Part 14 of Chapter 12 of the Act in which the organisation (of which the reporting union forms part) was the amalgamated organisation; or
- (b) a restructure of the branches of the organisation; or
- (c) a determination by the Registrar under section 755 of the Act of an alternative reporting structure for the organisation; or
- (d) a revocation by the Registrar under section 759 of the Act of a certificate issued to an organisation under section 755.

15. STATEMENT OF CHANGES IN ACCUMULATED FUNDS

No transaction occurred during the financial year in relation to:-

- funds or accounts in respect of compulsory levies
- transfers or withdrawals to a fund, account or controlled entity where these were kept for a specific purpose
- a general fund

16. EVENTS AFTER THE REPORTING PERIOD

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

17. CONTINGENT ASSETS, LIABILITIES AND COMMITMENTS

There were no contingent assets, liabilities or commitments at 30 June 2018.

18. 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

COMMITTEE OF MANAGEMENT STATEMENT
FOR THE PERIOD ENDED 30 JUNE 2018

On the 7/9 / 2018 the Management Committee of the Queensland Independent Education Union of Employees passed the following resolution in relation to the general purpose financial report for the period ended 30 June 2018:

The Management Committee 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 any other requirements imposed by the Reporting Guidelines of the Registrar;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial period to which they relate;
- (d) there are reasonable grounds to believe that the union will be able to pay its debts as and when they become due and payable; and
- (e) during the financial period to which the general purpose financial report relates and since the end of that period:
 - (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 union 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 union have been kept and maintained in accordance with the Act; and
 - (iv) where the organisation consists of two or more reporting units, the financial records of 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 union or Registrar duly made under section 787 of the Act has been provided to the member or Registrar; and
 - (vi) where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

COMMITTEE OF MANAGEMENT STATEMENT
FOR THE PERIOD ENDED 30 JUNE 2018

- (f) The organisation has complied with the requirements under section 741 of the Act and in so doing confirm the following officers successfully completed the ACTU Union Governance Course:-


Officer's Name	Officer's Role	Date of Training
Andrew Elphinstone	President	28 August 2015
Aleisha Connellan	Senior Vice President	23 December 2015
Terry Burke	General Secretary	28 August 2015
Paul Giles	Assistant General Secretary	28 August 2015
Rebecca Sisson	Assistant General Secretary	28 November 2016
Brad Hayes	Assistant General Secretary	28 August 2015
Des McGovern	Trustee	14 March 2016
Robert Rea	Trustee	28 August 2015
Maria Heenan	Trustee	14 March 2016
Lynette Byrnes	Union Councillor	28 August 2015
Bryce Goldburg	Union Councillor	28 November 2015
Beverley Day	Union Councillor	28 August 2015
John Kennedy	Union Councillor	28 August 2015
Andrew Street	Union Councillor	28 November 2016
Colin Grant	Union Councillor	28 August 2015
Christopher Chapman	Union Councillor	28 August 2015
Lea Martin	Union Councillor	28 November 2015
Jessica Prouten	Union Councillor	28 November 2016
Janine Colwell	Union Councillor	28 November 2016
Ian Hughes	Union Councillor	28 November 2016
Jenny Finlay	Union Councillor	28 November 2016
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
Anthony Cooper	Union Councillor	28 November 2016
Melissa Roth	Union Councillor	28 November 2016
Erin Hawkins	Union Councillor	28 November 2016
Anthony Hallam	Union Councillor	28 November 2016
Melissa Goodingham	Union Councillor	16 April 2018

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES

COMMITTEE OF MANAGEMENT STATEMENT
FOR THE PERIOD ENDED 30 JUNE 2018

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



PAUL GILES

TERENCE BURKE

Dated: 07-09-2018

**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
INDEPENDENT AUDIT REPORT**

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of Queensland Independent Education Union of Employees which comprises the statement of financial position as at 30 June 2018, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the period ended 30 June 2018, notes to the financial statements, including a summary of significant accounting policies, the committee of management statement and operating report.

In my opinion, the accompanying financial report of presents fairly, in all material aspects, the financial position of the Queensland Independent Education Union of Employees as at 30 June 2018, and its financial performance and its cash flows for the period ended on that date in accordance with:

- a) the tier 1 reporting requirements of the Australian Accounting Standards; and
- b) any other requirements imposed by the Reporting Guidelines or Part 11 of Chapter 12 of the Act.

I declare that management's use of the going concern basis in the preparation of the financial statements of the association is appropriate.

Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the union in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The committee of management is responsible for the other information. The other information obtained at the date of this auditor's report is in the operating report accompanying the financial report.

My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
INDEPENDENT AUDIT REPORT

Responsibilities of Committee of Management for the Financial Report

The committee of management of the union is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Queensland Industrial Relations Commission, and for such internal control as the committee of management determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee of management of the union is responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee of management either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

My objective is to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

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

**QUEENSLAND INDEPENDENT EDUCATION UNION OF EMPLOYEES
INDEPENDENT AUDIT REPORT**

Auditor's Responsibilities for the Audit of the Financial Report (cont'd)

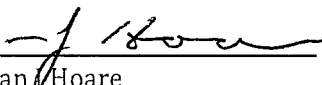
- Conclude on the appropriateness of the committee of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the association to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the association audit. I remain solely responsible for my audit opinion.

I communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I declare that I am an approved auditor, a member of Chartered Accountants Australia New Zealand and hold a current Public Practice Certificate.


Norman Hoare
Registered Company Auditor

Morris & Batzloff
Chartered Accountants
141 Logan Road, Woolloongabba

Dated: 14/9/18