

**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION**

**NATIONAL OFFICE**

**ABN 28 921 128 419**

**FINANCIAL REPORT**

**FOR THE YEAR ENDED 31 DECEMBER 2019**

**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE**  
**ABN 28 921 128 419**

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**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE  
FINANCIAL REPORT  
FOR THE YEAR ENDED 31 DECEMBER 2019**

## Operating Report

This Operating Report covers:

- The activities of the Australian Rail, Tram & Bus Industry Union, National Office, for the financial year ended 31<sup>st</sup> December 2019,
- The results of those activities and;
- Any significant changes in the nature of those activities as required under *section 254 Fair Work (Registered Organisations) Act 2009*.

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

<b>Activities</b>
Making agreements with employers
Implementation of the Decisions of the National Executive and National Council
Implementation of the Union's organising agenda, including direct assistance and strategic advice on particular industry or site organising projects, the training and development of officials and assistance to branches on planning and resourcing campaigns.
Industrial support including representation of individual member grievances, advice on legal and legislative matters, holding of union elections as provided for in the rules of the union, and responding to the needs of branches and members as provided for within the rules of the union, within the scope of any statutory or legal obligations.
The administration of federal awards, the certification of federal industrial agreements, the variation of awards following major test cases, and making application to vary federal awards on behalf of branches.
National media and communications to members, branches and the broader community via media releases in support of campaigns, web based technology, including the national bulletin Transport NOW.
Coordination of and Negotiation of key national industries, and assistance to branches on bargaining by request.
The National Office has consulted with the ACTU on the development of claims to be pursued in the FWC and union policy in general. Where appropriate, the National Office has assisted branches in the implementation of relevant decisions via the variation of awards.
The National Office has been involved in campaigns and negotiations with government, political parties and industry organisations, including with financial donations and/or other support around issues of importance for members, eg EBA negotiations, training, skill shortages, fatigue laws.

## 2. Significant Changes in Activities

The Biennial National Council was held on the 26<sup>th</sup> and 27<sup>th</sup> November 2019

## 3. Significant Changes in Financial Affairs

- The engagement of consultants to implement a series of governing body recommendations concerning research, policy, development and publicity.
- Legal expenses in relation to advocacy, rule changes, EBA and union structures advice.

## 4. Right of Members to Resign

All Members of the Union have the right to resign from the Union in accordance with Rule 14 of the Union Rules (and Section 174 of Fair Work (RO) Act 2009); namely by providing notice addressed and delivered to the Secretary of the relevant Branch, including via Email.

### **14 - RESIGNATION FROM MEMBERSHIP**

- (1) *A member may resign from membership of the Union by written notice addressed and delivered to the Secretary of his/her Branch.*
- (2) *A notice of resignation from membership of the Union takes effect:*
  - (a) *where the member ceases to be eligible to become a member of the Union:*
    - (i) *on the day on which the notice is received by the Union;*  
*or*
    - (ii) *on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member; whichever is later; or*
  - (b) *in any other case:*
    - (i) *at the end of two weeks, or*
    - (ii) *on the day specified in the notice; whichever is later.*
- (3) *Any subscriptions, fees, fines and levies owing but not paid by a former member of the Union in relation to a period before the member's resignation took effect, may be sued for and recovered in the name of the Union in a court of competent jurisdiction, as a debt due to the Union.*
- (4) *A notice delivered to the Branch Secretary shall be deemed to have been received by the Union when it was delivered.*
- (5) *A notice of resignation that has been received by the Union is not invalid because it was not addressed and delivered in accordance to the Branch Secretary.*
- (6) *A resignation from membership of the Union is valid even if it is not effected in accordance with this Rule, if the member is informed in writing by or on behalf of the Union that the resignation has been accepted*
- (7) *If a financial member retires from employment permanently or changes employment to a position not covered under these rules by the union, the member shall be entitled to transfer to the status of Health Fund Member.*

## 5. Officers or members who are superannuation fund trustees(s) (include position details) or director of a company that is a superannuation fund trustee where being a member or officer of a registered organisation is a criterion for them holding such position.

The member(s) listed below hold the following position(s) as trustees or company directors:

Official	Organisations
Mark Diamond	<ul style="list-style-type: none"> <li>TrackSafe Foundation – Board Member</li> <li>Australian Industry Standards - Director</li> </ul>

**6. Number of members**

There were 31,766 members of the union as at 31st December 2019.

**7. Number of employees**

As at 31 December 2019 the National Office employed 6 full time employees, 1 part time employee and 2 casual employees.

**8. Names of committee of management members and period positions held during the financial year**

The following persons were members of the National Executive, during the year ending 31st December 2019;

Bob Nanva	National Secretary	01/01/2019 to 21/10/2019
Mark Diamond	National Secretary	21/10/2019 – 31/12//2019
Allan Barden	Assistant National Secretary	01/01/2019 to 31/12/2019
Shayne Kummerfeld	National President	01/01/2019 to 31/12/2019
James Styles	National Vice-President (Rail)	01/01/2019 to 31/12/2019
William Lekkas	National Vice - President (Road)	01/01/2019 to 31/12/2019
Leanne Holmes	National Vice-President (Affirmative Action)	01/01/2019 to 31/12/2019
Alex Claassens	Branch Secretary – New South Wales	01/01/2019 to 31/12/2019
Luba Grigorovitch	Branch Secretary – Victorian	01/01/2019 to 31/12/2019
Ric Bean	Branch Secretary – Tasmanian	01/01/2019 to 31/12/2019
Owen Doogan	Branch Secretary – Queensland	01/01/2019 to 31/12/2019
Darren Phillips	Branch Secretary - South Australia and Northern Territory	01/01/2019 to 31/12/2019
Craig McKinnley	Branch Secretary – Western Australia	01/01/2019 to 31/12/2019
Josh Dekuyer	Branch Secretary- Western Australia PTA	01/01/2019 to 31/12/2019
Darren Galea	Assistant National Secretary Rail Operations	01/01/2019 to 31/12/2019
Greg Tatnell	Assistant National Secretary Fleet Manufacture, Overhaul, Maintenance and Service	01/01/2019 to 28/11/2019
Ross Schimke	Assistant National Secretary Infrastructure	01/01/2019 to 28/11/2019
Trent Hunter	Assistant National Secretary Infrastructure	28/11/2019 to 31/12/2019

Phil Altieri	Assistant National Secretary Tram and Bus	01/01/2019 to 31/12/2019
Victor Moore	Assistant National Secretary Administrative, Supervisory, Technical and Professional	01/01/2019 to 31/12/2019
Keith McMahon	Assistant National Secretary Locomotive	01/01/2019 to 31/12/2019
Tom Brown	QLD Branch Delegate	01/01/2019 to 31/12/2019
Peter Allen	QLD Branch Delegate	01/01/2019 to 31/12/2019
Craig Turner	NSW Branch Delegate	01/01/2019 to 31/12/2019
Chris Preston	NSW Branch Delegate	01/01/2019 to 13/05/2019
Robert Hayden	NSW Branch Delegate	01/01/2019 to 20/12/2019
David Babineau	NSW Branch Delegate	22/11/2019 to 31/12/2019
Dave Esqueria	Vic Branch Delegate	01/01/2019 to 31/12/2019
John Anderson	Vic Branch Delegate	01/01/2019 to 31/12/2019



Signature of designated officer: .....

Name and title of designated officer: Mark Diamond

Dated: 18 May, 2020

**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE  
REPORT REQUIRED UNDER SUBSEQUENT 225 (2A)  
FOR THE YEAR ENDED 31 DECEMBER 2019**

The Committee of Management presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 31 December, 2019.

<b>Categories of expenditures</b>	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
Remuneration and other employment-related costs and expenses - employees	1,078,777	1,164,844
Advertising	0	1,517
Operating costs	1,338,840	1,251,312
Donations to political parties	13,400	16,024
Legal costs	216,215	31,374



Signature of designated officer: .....

MARK DIAMOND  
National Secretary

Dated: 18 May, 2020

**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE  
ABN 28 921 128 419**

**COMMITTEE OF MANAGEMENT STATEMENT  
FOR THE YEAR ENDED 31 DECEMBER 2019**

On 18 May, 2020, the Committee of Management of the Australian Rail Tram & Bus Industry Union National Office passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 31 December 2019:

The Committee of Management declared 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 or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that National Office will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
  - (i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of the National Office; and
  - (ii) the financial affairs of the National Office have been managed in accordance with the rules of the organisation including the rules of the National Office; and
  - (iii) the financial records of the National Office have been kept and maintained in accordance with the RO Act; and
  - (iv) the financial records of the National Office have been kept, as far as practicable, in a consistent manner to each of the other branches of the organisation; and
  - (v) no further information has been sought in any request of a member of the National Office or Commissioner of the ROC under section 272 of the RO Act; and
  - (vi) no order for inspection of financial records have been made by the Fair Work Commission under section 273 of the RO Act.

Signed by Mark Diamond in accordance with such resolution as is passed by the committee of management.



MARK DIAMOND

National Secretary

Dated: 18 May 2020



**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE**  
**ABN 28 921 128 419**

**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	2019 \$	2018 \$
<b>REVENUE</b>			
Capitation Fees	2A	2,247,449	2,122,279
Affiliation Fees	2B	168,207	164,376
Levies	2C	-	-
Investment Gains/(Losses)	2D	277,853	(16,324)
Rent Received	2E	124,700	104,400
Sponsorship Income		15,909	-
Gain on revaluation of investment property	9	-	1,250,000
Other Income		10,000	99,676
		<u>2,844,118</u>	<u>3,724,407</u>
<b>TOTAL REVENUE</b>			
<b>EXPENSES</b>			
Employee Expenses	3A	1,078,777	1,164,844
Affiliation Fees	3B	207,549	208,242
Administration Expenses	3C	865,478	646,310
Grants or Donations	3D	27,661	18,224
Depreciation and Amortisation	10 & 11	16,102	23,574
Legal Costs	3E	216,215	31,374
Audit Fees	19	20,098	21,088
Other Expenses	3G	215,352	351,420
Loss on Asset Disposal	3F	-	-
Loss on revaluation of investment property	9	500,000	-
		<u>3,147,233</u>	<u>2,465,076</u>
<b>TOTAL EXPENSES</b>			
<b>(LOSS) / PROFIT FOR THE YEAR</b>		<u>(303,115)</u>	<u>1,259,331</u>

**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE**  
**ABN 28 921 128 419**

**STATEMENT OF FINANCIAL POSITION**  
**AS AT 31 DECEMBER 2019**

	Note	2019 \$	2018 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	2,178,559	2,341,195
Trade and Other Receivables	5	389,914	405,070
Financial Assets	6	2,487,174	2,234,728
Other	7	42,390	49,691
<b>TOTAL CURRENT ASSETS</b>		<u>5,098,038</u>	<u>5,030,684</u>
<b>NON CURRENT ASSETS</b>			
Financial Assets	8	20	20
Investment Property	9	6,500,000	7,000,000
Plant & Equipment	10	168,550	104,257
Intangible Assets	11	4,099	7,942
<b>TOTAL NON CURRENT ASSETS</b>		<u>6,672,669</u>	<u>7,112,219</u>
<b>TOTAL ASSETS</b>		<u>11,770,707</u>	<u>12,142,903</u>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	12	256,271	225,775
Provisions	13	635,927	747,034
Income in Advance	14	11,526	-
<b>TOTAL CURRENT LIABILITIES</b>		<u>903,724</u>	<u>972,809</u>
<b>TOTAL LIABILITIES</b>		<u>903,724</u>	<u>972,809</u>
<b>NET ASSETS</b>		<u>10,866,982</u>	<u>11,170,094</u>
<b>ACCUMULATED SURPLUS</b>			
Accumulated Surplus		<u>10,866,982</u>	<u>11,170,094</u>
<b>ACCUMULATED SURPLUS</b>		<u>10,866,982</u>	<u>11,170,094</u>

**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE**  
**ABN 28 921 128 419**

**STATEMENT OF CHANGES IN EQUITY**  
**AS AT 31 DECEMBER 2019**

	Note	Retained Surplus \$	Total \$
<b>Balance at 1 January 2018</b>	15	9,910,763	9,910,763
Profit for the Year		<u>1,259,333</u>	<u>1,259,333</u>
<b>Balance at 31 December 2018</b>		<u>11,170,096</u>	<u>11,170,096</u>
Loss for the Year		<u>(303,115)</u>	<u>(303,115)</u>
<b>Balance at 31 December 2019</b>		<u>10,866,982</u>	<u>10,866,984</u>

**NOTE TO THE STATEMENT OF CHANGES IN EQUITY**

**Note A - Compulsory Levy**

Other than capitation fees and ACTU Levies, National Office receive no other compulsory levy.

**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE**  
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**STATEMENT OF CASH FLOWS**  
**AS AT 31 DECEMBER 2019**

	Note	<b>2019</b>	<b>2018</b>
		<b>\$</b>	<b>\$</b>
<b>CASH FLOW FROM OPERATING ACTIVITIES:</b>			
Receipts from other reporting units	5	2,618,185	2,257,282
Payments to other reporting units		-	-
Payments to Suppliers and Employees		(2,833,468)	(2,107,083)
Rent Received		76,560	114,840
Interest Received		13,629	19,265
<b>Net cash provided/(used) by operating activities</b>	16	<u>(125,094)</u>	<u>284,303</u>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Payment for plant and equipment		(37,540)	-
<b>Net cash used in investing activities</b>		<u>(37,540)</u>	<u>-</u>
<b>Net (decrease)/increase in cash and cash equivalents held</b>		(162,633)	284,303
<b>Cash and cash equivalents at the beginning of the year</b>		<u>2,341,192</u>	<u>2,056,889</u>
<b>Cash and cash equivalents at the end of the year</b>	4	<u>2,178,559</u>	<u>2,341,195</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

**1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Preparation**

The financial statements are general purpose financial statements that has been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and the Fair Work (Registered Organisations) Act 2009. For the purpose of preparing the general purpose financial statements, the Australian Rail, Tram and Bus Industry Union, National Office is a not-for-profit entity.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions to which they apply. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards. Material accounting policies adopted in the preparation of this financial report are presented below.

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

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report:

**Accounting Policies**

**(a) Income Tax**

The Union is exempt from income tax under section 50.1 of the Income Tax Assessment Act 1997 however the union still has obligations for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

**(b) Fair Value of Assets and Liabilities**

The Union measures its assets and liabilities at fair value on either a recurring or non-recurring basis, depending on the requirements of the applicable Accounting Standard.

Fair value is the price the Union would receive to sell an asset or would have to pay to transfer a liability in an orderly (i.e. unforced) transaction between independent, knowledgeable and willing market participants at the measurement date.

As fair value is a market-based measure, the closest equivalent observable market pricing information is used to determine fair value. Adjustments to market values may be made having regard to the characteristics of the specific asset or liability. The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market data.

To the extent possible, market information is extracted from either the principal market for the asset or liability (i.e. the market with the greatest volume and level of activity for the asset or liability) or, in the absence of such a market, the most advantageous market available to the entity at the end of the

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

**Accounting Policies (Con't)**

reporting period (i.e. the market that maximises the receipts from the sale of the asset or minimises the payments made to transfer the liability, after taking into account transaction costs and transport costs).

For non-financial assets, the fair value measurement also takes into account a market participant's ability to use the asset in its highest and best use or to sell it to another market participant that would use the asset in its highest and best use.

The fair value of liabilities may be valued, where there is no observable market price in relation to the transfer of such financial instrument, by reference to observable market information where such instruments are held as assets. Where this information is not available, other valuation techniques are adopted and, where significant, are detailed in the respective note to the financial statements.

**(c) Property Plant & Equipment**

Property Plant and equipment is carried at cost less any accumulated depreciation

The carrying amount of plant and equipment is reviewed for impairment annually by the Committee of Management to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

**(d) Depreciation**

The depreciable amount of all fixed assets including buildings and leasehold improvements, is depreciated on either a straight line or diminishing balance basis over their useful lives to the Union commencing from the time the asset is held ready for use.

The depreciation rates used for each asset are between 3% and 66% The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings

**(e) Impairment of Assets**

At the end of each reporting period, the Union assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying value over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another standard (e.g. in accordance with the revaluation model in AASB116: Property, Plant and Equipment). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other standard.

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

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

**Accounting Policies (Con't)**

**(f) Investment Property**

Investment property comprises investment interests in land and buildings (including integral plant and equipment) held for the purpose of letting to produce rental income and which are not occupied by the Union.

Land and buildings comprising the investment property are considered composite assets and are disclosed as such in the accompanying notes to the financial statements. Investment property acquired is initially recorded at cost on date of acquisition, being the fair value of the consideration provided plus incidental costs directly attributable to the acquisition.

**Valuations**

After initial recognition, investment property is measured at fair value and revalued with sufficient regularity to ensure the carrying amount of each property does not differ materially from its fair value at the reporting date. When assessing fair value, the discounted cash flows of the property will be considered, the highest and best use of the property and sales of similar properties.

Fair value is based on the price at which a property might reasonably be expected to be sold at the date of valuation, assuming:

- (i) a willing, but not anxious, buyer and seller on an arm's length basis;
- (ii) a reasonable period in which to negotiate the sale, having regard to the nature and situation of the property and the state of the market for property of the same kind;
- (iii) that the property will be reasonably exposed to that market;
- (iv) that no account is taken of the value or other advantage or benefit, additional to market value, to the buyer incidental to ownership of the property being valued; and
- (v) it only takes into account instructions given by the Union and is based on all the information that the valuer needs for the purposes of the valuation being made available by or on behalf of the Union.

The investment property is considered one class of asset. Under AASB 140: Investment Property, adjustments to fair value are to be recognised directly in the statement of comprehensive income.

**Derecognition**

An investment property is derecognised upon disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the period in which the property is derecognised.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

**Accounting Policies (Con't)**

**(g) Intangibles**

Intangible assets with finite lives that are acquired separately are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised on a straight-line basis over their estimated useful life. The estimated useful lives and amortisation method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. Intangible assets with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses. The useful life of the union's intangible assets are:

	<b>2019</b>	<b>2018</b>
Website Development	2 to 3 years	2 to 3 years

**(h) Employee Entitlements**

Provision for employee entitlements in the form of Long Service Leave and Accrued Annual Leave has been made for the estimated accrued entitlement of all employees on the basis of their terms of employment. In the case of Long Service Leave, the accrual has been measured by reference to periods of service and current salary rates as it is considered that this results in an amount not materially different to that achieved by discounting estimated future cash flows.

Contributions are made by the National Council to employee superannuation funds and are charged as expenses when incurred.

**(i) Defined Superannuation Schemes**

In respect to defined benefit plans, the cost of providing the benefits is determined using the projected unit cost method. Actuarial calculations are conducted by State Super. The amount recognised in the Statement of Financial Position represents the present value of the defined benefits obligations adjusted for any unrecognised actuarial gains and losses and unrecognised past service costs less the fair value of the plan's assets. The Union has defined benefit obligations for members participating in the State Authorities Superannuation Scheme and the State Authorities Non-Contributory Superannuation Scheme. All Schemes are closed to new members.

**(j) Financial Instruments**

**Initial recognition and measurement**

Financial assets and financial liabilities are recognised when the Union becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the Union commits itself to either the purchase or sale of the asset (ie trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical expedient was applied as specified in AASB 15.



**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

**Accounting Policies (Con't)**

**Classification and subsequent measurement**

**Financial liabilities**

Financial instruments are subsequently measured at:

- amortised cost; or
- fair value through profit or loss.

A financial liability is measured at fair value through profit and loss if the financial liability is:

- a contingent consideration of an acquirer in a business combination to which AASB 3: Business Combinations applies;
- held for trading; or
- initially designated as at fair value through profit or loss.

All other financial liabilities are subsequently measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense in profit or loss over the relevant period. The effective interest rate is the internal rate of return of the financial asset or liability. That is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

A financial liability is held for trading if:

- it is incurred for the purpose of repurchasing or repaying in the near term;
- part of a portfolio where there is an actual pattern of short-term profit taking; or
- a derivative financial instrument (except for a derivative that is in a financial guarantee contract or a derivative that is in a effective hedging relationships).

Any gains or losses arising on changes in fair value are recognised in profit or loss to the extent that they are not part of a designated hedging relationship are recognised in profit or loss.

The change in fair value of the financial liability attributable to changes in the issuer's credit risk is taken to other comprehensive income and are not subsequently reclassified to profit or loss. Instead, they are transferred to retained earnings upon derecognition of the financial liability. If taking the change in credit risk in other comprehensive income enlarges or creates an accounting mismatch, then these gains or losses should be taken to profit or loss rather than other comprehensive income.

A financial liability cannot be reclassified.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

**Accounting Policies (Con't)**

**Financial guarantee contracts**

A financial guarantee contract is a contract that requires the issuer to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payment when due in accordance with the terms of a debt instrument.

Financial guarantee contracts are initially measured at fair values (and if not designated as at fair value through profit or loss and do not arise from a transfer of a financial asset) and subsequently measured at the higher of:

- the amount of loss allowance determined in accordance with AASB 9.3.25.3; and
- the amount initially recognised less the accumulative amount of income recognised in accordance with the revenue recognition policies.

**Financial assets**

Financial assets are subsequently measured at:

- amortised cost;
- fair value through other comprehensive income; or
- fair value through profit or loss.

Measurement is on the basis of two primary criteria:

- the contractual cash flow characteristics of the financial asset; and
- the business model for managing the financial assets.

A financial asset that meets the following conditions is subsequently measured at amortised cost:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

A financial asset that meets the following conditions is subsequently measured at fair value through other comprehensive income:

- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates;
- the business model for managing the financial assets comprises both contractual cash flows collection and the selling of the financial asset.

By default, all other financial assets that do not meet the measurement conditions of amortised cost and fair value through other comprehensive income are subsequently measured at fair value through profit or loss.

**NOTES TO THE FINANCIAL STATEMENTS**  
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**Accounting Policies (Con't)**

The Union initially designates a financial instrument as measured at fair value through profit or loss if:

- it eliminates or significantly reduces a measurement or recognition inconsistency (often referred to as “accounting mismatch”) that would otherwise arise from measuring assets or liabilities or recognising the gains and losses on them on different bases;
- it is in accordance with the documented risk management or investment strategy, and information about the groupings was documented appropriately, so that the performance of the financial liability that was part of a group of financial liabilities or financial assets can be managed and evaluated consistently on a fair value basis;
- it is a hybrid contract that contains an embedded derivative that significantly modifies the cash flows otherwise required by the contract.

The initial designation of the financial instruments to measure at fair value through profit or loss is a one-time option on initial classification and is irrevocable until the financial asset is derecognised.

**Derecognition**

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

**Derecognition of financial liabilities**

A liability is derecognised when it is extinguished (ie when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability is treated as an extinguishment of the existing liability and recognition of a new financial liability.

The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss.

**Derecognition of financial assets**

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All of the following criteria need to be satisfied for derecognition of financial asset:

- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the Union no longer controls the asset (ie the Union has no practical ability to make a unilateral decision to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

On derecognition of a debt instrument classified as at fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investment revaluation reserve is reclassified to profit or loss.

**NOTES TO THE FINANCIAL STATEMENTS**  
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**Accounting Policies (Con't)**

On derecognition of an investment in equity which was elected to be classified under fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investment revaluation reserve is not reclassified to profit or loss, but is transferred to retained earnings.

**Impairment**

The Union recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- lease receivables;
- contract assets (eg amounts due from customers under construction contracts);
- loan commitments that are not measured at fair value through profit or loss; and
- financial guarantee contracts that are not measured at fair value through profit or loss.

Loss allowance is not recognised for:

- financial assets measured at fair value through profit or loss; or
- equity instruments measured at fair value through other comprehensive income.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

The Union uses the following approaches to impairment, as applicable under AASB 9: Financial Instruments:

- the general approach
- the simplified approach

**General approach**

Under the general approach, at each reporting period, the Union assesses whether the financial instruments are credit-impaired, and if:

- the credit risk of the financial instrument has increased significantly since initial recognition, the Union measures the loss allowance of the financial instruments at an amount equal to the lifetime expected credit losses; or
- there is no significant increase in credit risk since initial recognition, the Union measures the loss allowance for that financial instrument at an amount equal to 12-month expected credit losses.

**Simplified approach**

The simplified approach does not require tracking of changes in credit risk at every reporting period, but instead requires the recognition of lifetime expected credit loss at all times. This approach is applicable to:

- trade receivables or contract assets that result from transactions within the scope of AASB 15: Revenue from Contracts with Customers and contain a significant financing component; and
- lease receivables.

**NOTES TO THE FINANCIAL STATEMENTS**  
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**Accounting Policies (Con't)**

In measuring the expected credit loss, a provision matrix for trade receivables was used taking into consideration various data to get to an expected credit loss (ie diversity of customer base, appropriate groupings of historical loss experience, etc).

**Recognition of expected credit losses in financial statements**

At each reporting date, the Union recognises the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

Assets measured at fair value through other comprehensive income are recognised at fair value, with changes in fair value recognised in other comprehensive income. Amounts in relation to change in credit risk are transferred from other comprehensive income to profit or loss at every reporting period.

For financial assets that are unrecognised (eg loan commitments yet to be drawn, financial guarantees), a provision for loss allowance is created in the statement of financial position to recognise the loss allowance.

**(k) Impairment of Assets**

At the end of each reporting period, the Union assesses whether there is any indication that an asset may be impaired. The assessment will include the consideration of external and internal sources of information including dividends received from subsidiaries, associates or joint ventures deemed to be out of pre-acquisition profits. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (eg in accordance with the revaluation model in AASB 116: Property, Plant and Equipment). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

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

Impairment testing is performed annually for goodwill, intangible assets with indefinite lives and intangible assets not yet available for use.

When an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

**Accounting Policies (Con't)**

**(l) Revenue**

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

Revenue from capitation fees and levies are accounted for on an accruals basis and are recorded as revenue in the year in which the fees or levies relate.

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

Rental revenue is recognised on an accruals basis and is recorded as revenue in the year to which it relates.

**(m) Gains - Sale of Assets**

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

**(n) Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows within receipts from customers or payments to suppliers.

**(o) Comparatives**

When required by Accounting Standards and the Fair Work (Registered Organisation) Act 2009, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

**(p) Adoption of new accounting standards**

The Union has adopted the new accounting standards as set out below:

**AASB 16 Leases (AASB 16)**

AASB 16 was issued in January 2016 and it replaces AASB 117 *Leases*, AASB Interpretation 4 *Determining whether an Arrangement contains a Lease*, AASB Interpretation-115 *Operating Leases- Incentives* and AASB Interpretation 127 *Evaluating the Substance of Transactions Involving the Legal Form of a Lease*.

For NFP entities, AASB 16 will commence from financial years beginning on or after 1 January 2019. Either a full retrospective application or a modified retrospective application is required for AASB 16. The Union plans to adopt AASB 16 on the required effective date of using full retrospective method.

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**Accounting Policies (Con't)**

AASB 16 sets out the principles for the recognition, measurement, presentation and disclosure of leases and requires lessees to account for all leases under a single on-balance sheet model similar to the accounting for finance leases under AASB 117. The standard includes two recognition exemptions for lessees – leases of 'low-value' assets (e.g., personal computers) and short-term leases (i.e., leases with a lease term of 12 months or less). At the commencement date of a lease, a lessee will recognise a liability to make lease payments (i.e., the lease liability) and an asset representing the right to use the underlying asset during the lease term (i.e., the right-of-use asset). Lessees will be required to separately recognise the interest expense on the lease liability and the depreciation expense on the right-of-use asset.

Lessees will be also required to remeasure the lease liability upon the occurrence of certain events (e.g., a change in the lease term, a change in future lease payments resulting from a change in an index or rate used to determine those payments). The lessee will generally recognise the amount of the re-measurement of the lease liability as an adjustment to the right-of-use asset.

Lessor accounting under AASB 16 is substantially unchanged from today's accounting under AASB 117. Lessors will continue to classify all leases using the same classification principle as in AASB 117 and distinguish between two types of leases: operating and finance leases.

The Union has assessed that there is no quantifiable impact on adoption of AASB 16 as the Union has no formal lease arrangements in place.

***AASB 1058 Income of Not-for-Profit Entities (AASB 1058) and AASB 15 Revenue from Contracts with Customers (AASB 15)***

AASB 1058 clarifies and simplifies the income recognition requirements that apply to not-for-profit (NFP) entities in conjunction with AASB 15. AASB 1058 and AASB 15 supersede all the income recognition requirements relating to private sector NFP entities, and the majority of income recognition requirements relating to public sector NFP entities, previously in AASB 1004 *Contributions*.

For NFP entities, both AASB 1058 and 15 will commence from financial years beginning on or after 1 January 2019. Either a full retrospective application or a modified retrospective application is required for AASB 15. The Union plans to adopt AASB 15 on the required effective date of using the full retrospective method.

During the financial year ended 31 December, 2019, the Union has assessed that there is no quantifiable impact on adoption of AASB 1058 and 15.





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	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
<b>3B: Affiliation Fees</b>		
ACTU	168,207	164,739
International Transport Workers Federation	24,053	22,662
Rail Industry Safety Standards Board	4,455	4,455
The Mckell Institute	-	4,000
International Conference for Labour Solidarity	4,196	-
Tracksafe	5,000	10,000
Union Aid Abroad	1,639	2,387
	<b>207,549</b>	<b>208,242</b>
<b>3C: Administration Expenses</b>		
Consideration to employers for payroll deductions	-	-
Compulsory Levies		
ACTU 2016 IR Levy	-	-
ACTU 2017 IR Levy	-	-
Fee/Allowances – Meeting and Conferences		
Attendance	457	301
Council Executive Expenses and Lost Time	99,495	5,110
Conference and Meeting Expenses		
Accommodations	85,905	29,004
Airmiles & Travelling Expenses	208,949	228,140
Conference and Meetings	34,363	26,588
National Executive	-	-
Accountancy	69,865	67,830
Advertising	-	1,517
Bank Charges & Fees	15,090	13,096
Consultants	82,649	83,591
Property Expenses		
Building Expenses	30,873	9,299
Rates & Land Taxes	19,082	18,358
Rent Paid	89,578	88,139
Office Expenses		
General Expenses	46,466	21,982
Postage	1,368	1,184
Printing and Stationery	11,981	13,584
Staff Training	20,944	-
Subscription and Membership	27,369	14,469
Telephone	21,043	24,114
Website	-	-
	<b>865,478</b>	<b>646,310</b>
<b>3D: Grants or Donations</b>		
Grants	-	-
Donations		
Total paid that were \$1,000 or less	2,661	560
Total paid that exceeded \$1,000	25,000	17,664
	<b>27,661</b>	<b>18,224</b>

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	2019	2018
	\$	\$
<b>3E: Legal Costs</b>		
Litigation	196,143	-
Other Legal Matters	20,072	31,374
	216,215	31,374
<b>3F: Net Losses on Asset Disposal</b>		
Motor Vehicles	-	-
	-	-
<b>3G: Other Expenses</b>		
Campaigns	2,143	167,500
Fringe Benefit Tax	8,715	(1,064)
Fines	-	-
General Expense	2,142	31,416
Insurances – General	23,704	-
Interest	897	21,415
Motor Vehicle Expenses	26,610	20,255
Penalties - via RO Act or RO Regulations	-	-
Repairs and Maintenance	6,955	-
Badges & Other Items	15,003	10,691
Doubtful Debt Expenses	129,181	101,205
	215,352	351,420
<b>4 CASH AND CASH EQUIVALENTS</b>		
Cash at Bank and on Deposit	2,178,559	2,341,195
	2,178,559	2,341,195
<b>5 TRADE AND OTHER RECEIVABLES</b>		
Receivables from the Branches	756,649	717,612
Other Receivables	82,107	7,118
Provision for doubtful debts	(448,842)	(319,660)
	389,914	405,070

Receivables from the Branches

	VIC	NSW	SA/NT	QLD	TAS	WA	TOTAL
<i>Opening Balance - Receivables</i>	152,947	196,607	14,003	34,395	33,379	286,281	717,612
Amounts Charged to Branches							
Capitation Fees	794,828	1,003,778	83,499	434,901	26,609	128,578	2,472,194
Affiliation Fees	46,555	83,948	5,665	38,323	2,424	8,113	185,028
ACTU Levies	-	-	-	-	-	-	-
Other Reimbursements	-	-	-	-	-	-	-
<i>Total amounts charged to branches</i>	841,383	1,087,726	89,165	473,225	29,033	136,690	2,657,222
Amount Received from Branches							
Capitation Fees	(791,888)	(1,101,897)	(88,467)	(424,900)	(34,118)	8,113	(2,433,158)
Affiliation Fees	(46,555)	(83,948)	(5,665)	(38,323)	(2,424)	(8,113)	(185,028)
ACTU Levies	-	-	-	-	-	-	-
<i>Total amounts received from branches</i>	(838,443)	(1,185,845)	(94,132)	(463,224)	(36,542)	0	(2,618,185)
<i>Closing Balance 31/12/2019</i>	155,887	98,488	9,036	44,396	25,870	422,972	756,649

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	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
<b>6 FINANCIAL ASSETS - CURRENT</b>		
Opening Investment with Industry Fund Services	2,234,728	2,276,123
Income & Gains/(Losses) on IFP (Note 2D)	254,470	(35,787)
Management Fees	(2,024)	(5,608)
Investment with Industry Fund Services	<u>2,487,174</u>	<u>2,234,728</u>
<b>7 OTHER CURRENT ASSETS</b>		
Prepayments	<u>42,390</u>	<u>49,691</u>
<b>8 FINANCIAL ASSETS - NON-CURRENT</b>		
Shares Encompass Credit Union	<u>20</u>	<u>20</u>
<b>9 INVESTMENT PROPERTY</b>		
Redfern Property – at Valuation	<u>6,500,000</u>	<u>7,000,000</u>

The investment property is measured at fair value, being the amounts for which the property could be exchanged between willing parties in an arm's length transactions, based on current prices in an active market for similar properties in the same location and condition and subject to similar leases.

An independent valuations on the investment property at 83-89 Renwick Street, Redfern, NSW was carried out by PJC Property Services, and a report issued on 21<sup>st</sup> January, 2020. The valuation determined a market value of \$6,500,000. The net revaluation loss on the property of \$500,000 was recorded in the Statement of Comprehensive Income.

The highest and best use of the investment properties is not considered to be different from its current use.

Rental income earned and received from the investment property during the year was \$124,700 (2018: \$104,400).

Direct expenses incurred in relation to the investment property that generated rental income during the year were \$35,124 (2018: \$24,623). During the year and as at the year-end, no restrictions on the realisability of investment property or the remittance of income and proceeds of disposal were present. The Union does not have any contractual obligations to purchase, construct or develop investment property or for repairs, maintenance or enhancements

The fair value of investment property is determined by the independent valuer using recognised valuation techniques. These techniques comprise both the Discounted Cash Flow (DCF) method and Income Capitalisation method.

Under the DCF method, a property's fair value is estimated using explicit assumptions regarding the benefits and liabilities of ownership over the asset's life including estimated rental income and an exit or terminal value.

This involves the projection of a series of cash flows and to this an appropriate, market-derived discount rate is applied to establish the present value of the income stream. Under the income capitalisation method, a property's fair value is estimated based on the normalised net operating income generated by the property, which is divided by the capitalisation rate (the investor's rate of return).

The fair value of investment property is included within Level 2 - refer Note 20D.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**10 PROPERTY, PLANT AND EQUIPMENT**

	Leasehold Improvements	Plant & Equipment	Motor Vehicles	Total
Plant and Equipment	99,388	196,565	134,641	430,594
Less: Accumulated Depreciation	(30,229)	(188,403)	(43,411)	(262,044)
	<u>69,159</u>	<u>8,162</u>	<u>91,230</u>	<u>168,550</u>

**MOVEMENTS IN CARRYING AMOUNTS OF PROPERTY, PLANT AND EQUIPMENT**

31 December 2018

	Leasehold Improvements	Plant & Equipment	Motor Vehicle	Total
Balance at Beginning of Year	76,630	15,898	27,753	120,281
Additions	-	-	-	-
Disposals	-	-	-	-
Depreciation	(3,831)	(5,948)	(6,245)	(16,025)
<i>Carrying Amount at End of Year</i>	<u>72,799</u>	<u>9,950</u>	<u>21,508</u>	<u>104,256</u>

31 December 2019

	Leasehold Improvements	Plant & Equipment	Motor Vehicles	Total
Balance at Beginning of Year	72,799	9,950	21,508	104,256
Additions	-	1,991	74,561	76,552
Disposals	-	-	-	-
Depreciation	(3,640)	(3,779)	(4,840)	(12,259)
<i>Carrying Amount at End of Year</i>	<u>69,159</u>	<u>8,162</u>	<u>91,230</u>	<u>168,550</u>

	<b>2019</b> \$	<b>2018</b> \$
<b>11 INTANGIBLE ASSETS</b>		
Website Development	78,547	78,547
Less: Accumulated Amortisation	(74,448)	(70,604)
	<u>4,098</u>	<u>7,942</u>
Balance at Beginning of Year	7,942	15,492
Additions	-	-
Disposals	-	-
Amortisation	(3,843)	(7,549)
<i>Carrying Amount at End of Year</i>	<u>4,099</u>	<u>7,942</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
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	2019	2018
	\$	\$
<b>12 TRADE AND OTHER PAYABLES</b>		
Consideration to Employers for Payroll Deductions	-	-
Payable to the Branches		
NSW Branch	55,627	125
TAS Branch	-	-
QLD Branch	7,277	9,263
WA Branch	-	-
SA Branch	-	-
VIC Branch	-	1,520
Trade Creditors	72,046	60,417
Legal Costs - Litigation	1,306	-
Other Payables and Accruals	120,016	154,452
	256,271	225,775

<b>13 PROVISIONS</b>		
Officeholders:		
Provision for Annual Leave	97,498	116,758
Provision for Long Service Leave	89,007	152,062
Provision for ADO	51,759	55,131
Provision for Retirement Benefits	333,477	180,631
Provision for Separations and Redundancies	-	-
	571,741	504,582
Employees Other than Officeholders:		
Provision for Annual Leave	47,174	149,134
Provision for Long Service Leave	-	64,924
Provision for ADO	17,012	28,394
Provision for Separations and Redundancies	-	-
	64,187	242,452
	635,927	747,034

Movement during the Year:

	Annual Leave	Long Service Leave	ADO	Retirement Benefits
Benefits Balance at the Beginning of the Year	265,891	216,986	83,525	180,631
Increase/(Decrease) in Provision	(121,219)	(127,979)	(14,756)	152,846
Balance at the End of Year	144,672	89,007	68,771	333,477

**14 INCOME IN ADVANCE**

Income in Advance – NSW Branch	11,526	-
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**15 EQUITY**

Compulsory Levy/voluntary contribution fund- if invested in assets	-	-
Other fund(s) required by rules	-	-

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<b>16 CASH FLOW INFORMATION</b>	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
Reconciliation of cash flow from operations		
(Loss)/Profit	(303,115)	1,259,331
<i>Adjustments for non-cash items:</i>		
Depreciation	16,102	23,574
Losses /(Gains) on Financial Assets	(252,447)	41,396
(Gain) on revaluation of investment property	500,000	(1,250,000)
<i>Changes in assets and liabilities:</i>		
Decrease/(Increase) in receivables	22,460	(160,353)
(Decrease)/Increase in payables	(8,514)	80,961
(Decrease)/Increase in Income in Advance	11,526	(23,790)
(Decrease)/Increase in provisions	(111,107)	313,185
Net cash flows from operations	(125,094)	284,303

**17 RETIREMENT BENEFITS OBLIGATIONS**

Other than for one employee, employees of the National Council are entitled to benefits from a superannuation plan on retirement, disability or death. For these employees, the National Council participated in a defined contribution plan. The benefits provided under this plan are based on accumulated contributions and earnings for each employee. The National Council's liability is limited to paying the contributions to the plan.

For one employee, the National Council participated in an employer sponsored defined benefits plan during the year. The benefit provided by the plan is based on the length of service of the member at retirement. Employees contribute various percentages of their gross income and the union may contribute up to 4.5 times the employees final average salary at retirement depending on the length of membership and the employees own contributions.

**Reconciliation of the present value of the defined benefit obligation -**

	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
Present Value at the Beginning of the Year	1,289,359	1,141,673
Opening PV adjustment	28,741	22,622
Current Service Cost	3,039	3,691
Interest Cost	29,994	29,636
Contributions by Funds Participants	962	1,852
Actuarial Gains	290,056	205,357
Benefits Paid	(111,227)	(115,199)
Taxes, Premiums & Expenses Paid	3,090	(273)
<i>Present Value at the End of the Year</i>	1,534,014	1,289,359

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**RETIREMENT BENEFITS OBLIGATIONS (Con't)**

	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
Fair Value at the Beginning of the Year	1,108,728	1,190,923
Opening FV adjustment	34,816	13,062
Interest Income	25,930	30,703
Actual Return	137,786	(13,820)
Employer Contributions	-	-
Contributions by Funds Participant	958	1,828
Benefits (Paid) Transferred In	(110,757)	(113,699)
Taxes, Premiums & Expenses Paid	3,077	(269)
<i>Fair Value at the End of the Year</i>	<u>1,200,538</u>	<u>1,108,728</u>

The percentage of the Funds assets invested in each asset class at 31 December

Australian Equities	19.3	19.3
Overseas Equities	31.3	26.2
Australian Fixed Interest	3.5	5.6
Overseas Fixed Interest	4.8	3.5
Property	8.7	8.9
Cash	8.9	9.8
Other	23.5	26.7

All fund assets are invested at arm's length through independent fund managers.

**Description of risks**

There are a number of risks to which the fund exposes the Employer. The more significant risks relating to the defined benefits are:

- Investment risk - The risk that investment returns will be lower than assumed and the Employer will need to increase contributions to offset this shortfall.
- Longevity risk - The risk that pensioners live longer than assumed, increasing future pensions.
- Pension indexation risk - The risk that pensions will increase at a rate greater than assumed, increasing future pensions.
- Salary growth risk - The risk that wages or salaries (on which future benefit amounts for active members will be based) will rise more rapidly than assumed, increasing defined benefit amounts and thereby requiring additional employer contributions.
- legislative risk - The risk is that legislative changes could be made which increase the cost of providing the defined benefits.

The defined benefit fund assets are invested with independent fund managers and have a diversified asset mix. The fund has no significant concentration of investment risk or liquidity risk.

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**Significant Actuarial Assumptions at the Reporting Date**

As at	31-Dec-19
Discount rate	1.37% pa
Salary increase rate (excluding promotional increases)	3.2% pa
Rate of CPI increase	1.75% for 2019/2020 and 2020/2021; 2.00% for 2021/2022 and 2022/2023; 2.50% pa thereafter

**18 RELATED PARTY DISCLOSURES**

**18A: RELATED PARTY TRANSACTIONS**

Revenue Received from	VIC	NSW	SA/NT	QLD	TAS	WA
Capitation Fees	719,898	1,001,724	80,424	386,273	31,017	(7,375)
Affiliation Fees	42,322	76,316	5,150	34,839	2,203	7,375
ACTU Levies	-	-	-	-	-	-
	762,221	1,078,041	85,575	421,113	33,220	0
<b>Amount owed by</b>	155,887	98,488	9,036	44,396	25,870	422,972
	155,887	98,488	9,036	44,396	25,870	422,972
<b>Income in advance</b>	-	11,526	-	-	-	-
	-	11,526	-	-	-	-

	2019 \$	2018 \$
<b>18B: KEY MANAGEMENT PERSONNEL REMUNERATION</b>		
Short-Term Employee Benefit		
Salary (including annual leave taken)	421,383	274,769
Annual Leave Accrued	97,498	116,758
ADO Accrued	51,759	55,131
Performance Bonus	-	-
	570,640	446,658
Post-Employment Benefits		
Superannuation	13,291	13,385
Retirement Benefit Accrued	333,477	180,631
	346,768	194,016
Other Long-Term Benefits:		
Long-Service Leave Accrued	89,007	152,062
	89,007	152,062
Total	1,006,415	792,736

**19 AUDITORS' REMUNERATION**

Remuneration of the auditor for:		
- auditing or reviewing the financial report	20,098	21,088
- other services	-	29,592
	20,098	50,680



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**20 FINANCIAL INSTRUMENTS**

The Union's financial instruments consist mainly of deposits with banks, accounts receivable and payable and bank borrowings.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

**20A: Categories of Financial Instruments**

	<b>2019</b>	<b>2018</b>
	\$	\$
<b><i>Financial Assets</i></b>		
Cash and cash equivalents	2,178,559	2,341,195
Trade and other receivables	389,914	405,070
Financial assets	<u>2,487,174</u>	<u>2,234,728</u>
<b>Carrying amount of financial assets</b>	<u>5,055,647</u>	<u>4,980,993</u>
<b><i>Financial Liabilities</i></b>		
Financial liabilities at amortised cost		
Trade and other payables	<u>256,271</u>	<u>225,775</u>
<b>Carrying amount of financial liabilities</b>	<u>256,271</u>	<u>225,775</u>

**20B: Financial risk management policies**

The Committee of Management's overall risk management strategy seeks to assist the Union in meeting its financial targets, whilst minimising potential adverse effects on financial performance. Risk management policies are approved and reviewed by the Committee on a regular basis. These include the credit risk policies and future cash flow requirements.

**20C: Specific financial risk exposures and management**

The main risks the Union is exposed to through its financial instruments are credit risk, liquidity risk and interest rate risk.

**(a) Interest Rate Risk**

Exposure to interest rate risk arises on financial assets recognised at reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial Instruments.

**Net Income and Expense from Financial Assets**

**Cash & Financial Assets**

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Interest Received	23,382	19,463
Income & Gains on IFP	254,470	(35,787)
<b>Net gain from cash and receivables</b>	<u>277,853</u>	<u>(16,324)</u>

The Union has the following classes of financial assets and financial liabilities that are exposed to interest rate risk:

The Union's exposure to interest rate risk and the effective average interest rate for each class of financial assets and financial liabilities are set out below.

31 December 2018

	Fixed Interest Rate \$	Floating Interest Rate \$	Non Interest \$	Total \$
Cash and Cash Equivalents	120,728	2,220,467	-	2,341,195
Financial Assets	-	2,234,728	-	2,234,728
Trade and Other Receivables	-	-	405,070	405,070
	<u>120,728</u>	<u>4,455,194</u>	<u>405,070</u>	<u>4,980,993</u>

Weighted Average Interest Rate 1.9%

31 December 2019

	Fixed Interest Rate \$	Floating Interest Rate \$	Non Interest \$	Total \$
Cash and Cash Equivalents	122,483	2,056,076	-	2,178,559
Financial Assets	-	2,487,174	-	2,487,174
Trade and Other Receivables	-	-	389,914	389,914
	<u>122,483</u>	<u>4,543,250</u>	<u>389,914</u>	<u>5,055,647</u>

Weighted Average Interest Rate 2.6%

**Sensitivity analysis**

The following table illustrates sensitivities to the Union's exposures to changes in interest rates. The table indicates the impact on how profit and equity values reported at balance date would have been affected by changes in the relevant risk variable that the Committee of Management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

<b>Sensitivity analysis of the risk that the Union is exposed to for 2018</b>	<b>Change in risk variable %</b>	<b>Effect on</b>	
		<b>Equity</b>	<b>Profit or Loss</b>

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Sensitivity analysis of the risk that the Union is exposed to for 2019	Change in risk variable %	Effect on	
		Equity	Profit or Loss
Interest Rate risk	+/- 0.5%	22,880	22,880
Interest Rate risk	+/- 0.5%	23,329	23,329

**(b) Liquidity Risk**

Liquidity risk arises from the possibility that the Union might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities.

The Union manages this risk by maintaining adequate reserves and banking facilities by continuously monitoring forecast and actual cash flows and matching the maturing profiles of financial assets and financial liabilities.

The tables below reflect an undiscounted contractual maturity analysis for financial liabilities. The Union does not hold directly any derivative financial liabilities.

Cash flows realised from financial assets reflect the Committee of Management's expectation as to the timing of realisation. Actual timing may therefore differ from that disclosed. The timing of cash flows presented in the table to settle financial liabilities reflect the earliest contractual settlement dates.

**Contractual maturities for financial liabilities 2018**

	On Demand	< 1 year \$	1– 2 years \$	2– 5 years \$	>5 years \$	Total \$
<b>Financial liabilities due for payment</b>						
Trade & Other Payables (excluding leave provisions)	225,775	-	-	-	-	225,775
<b>Total expected outflows</b>	<b>225,775</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>225,775</b>

**Contractual maturities for financial liabilities 2019**

	On Demand	< 1 year \$	1– 2 years \$	2– 5 years \$	>5 years \$	Total \$
<b>Financial liabilities due for payment</b>						

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Trade & Other Payables (excluding leave provisions)	256,271	-	-	-	-	256,271
<b>Total expected outflows</b>	<b>256,271</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>256,271</b>

**Contractual maturities for financial assets 2018**

	On Demand	< 1 year	1– 2 years	2– 5 years	>5 years	Total
Financial assets - cash flows realisable	\$	\$	\$	\$	\$	\$
Cash and cash equivalents	2,291,632	49,563	-	-	-	2,341,196
Trade and other receivables	724,730	-	-	-	-	724,730
Financial assets	2,234,728	-	-	-	-	2,234,728
<b>Total expected inflows</b>	<b>5,251,091</b>	<b>49,563</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5,300,653</b>

**Contractual maturities for financial assets 2019**

	On Demand	< 1 year	1– 2 years	2– 5 years	>5 years	Total
Financial assets - cash flows realisable	\$	\$	\$	\$	\$	\$
Cash and cash equivalents	2,127,459	51,100	-	-	-	2,178,559
Trade and other receivables	838,756	-	-	-	-	838,756
Financial assets	2,487,174	-	-	-	-	2,487,174
<b>Total expected inflows</b>	<b>5,453,389</b>	<b>51,100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5,504,489</b>

**(c) Credit Risk**

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss to the Union.

Credit risk is managed and reviewed regularly by the Committee of Management. Credit risk is managed through maintaining procedures ensuring, to the extent possible, that customers and counterparties to transactions are of sound credit worthiness and includes the utilisation of systems for the approval, granting and renewal of credit limits, the regular monitoring of exposures against such limits and the monitoring of the financial stability of significant customers and counterparties. Such monitoring is used in assessing receivables for impairment.

Risk is also minimised through investing surplus funds in financial institutions that maintain a high credit rating or in entities that the Committee of Management has otherwise cleared as being financially sound.

**Credit Risk Exposures**

The maximum exposure to credit risk by class of recognised financial assets at balance date, excluding the value of any collateral or other security held is equivalent to the carrying value and classification of those financial assets (net of any provisions) as presented in the statement of financial position.

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The Union has no significant concentration of credit risk with any single counterparty or group of counterparties.

Trade and other receivables that are neither past due or impaired are considered to be of high credit quality. Aggregates of such amounts are as detailed at Note 6. There is no collateral held by the Union securing trade and other receivables.

The Union does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the Union. The trade receivables balance at 31 December 2019 and 31 December 2018 do not include any counterparties with external credit ratings.

Credit risk related to balances with banks and other financial institutions is managed by the Committee of Management in accordance with approved Union policy. Such policy requires that surplus funds are only invested with counterparties with a Standard and Poor's rating of at least AA-

**Ageing of financial assets that were past due but not impaired for 2018**

	<b>0 to 30 days \$</b>	<b>31 to 60 days \$</b>	<b>61 to 90 days \$</b>	<b>90+ days \$</b>	<b>Total \$</b>
Trade and other receivables	167,953	130,718	94,233	12,166	<b>405,070</b>

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

	<b>0 to 30 days \$</b>	<b>31 to 60 days \$</b>	<b>61 to 90 days \$</b>	<b>90+ days \$</b>	<b>Total \$</b>
Trade and other receivables	242,756	55,293	31,778	60,087	<b>389,914</b>

**20D: Fair Value Estimation**

The net carrying amounts of all financial assets and financial liabilities approximate net fair values.

The Union measures and recognises Investment Property at fair value on a recurring basis after initial recognition.

The Union does not subsequently measure any liabilities at fair value on a recurring basis, or any assets or liabilities at fair value on a non-recurring basis.

**(a) Fair Value Hierarchy**

AASB 13 Fair Value Measurement requires the disclosure of fair value information by level of the fair value hierarchy, which categorises fair value measurements into one of three possible levels based on the lowest level that an input that is significant to the measurement can be categorised into as follows:

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Level 1	Measurements based on quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date.
Level 2	Measurements based on inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly.
Level 3	Measurements based on unobservable inputs for the asset or liability.

The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market data. If all significant inputs required to measure fair value are observable, the asset or liability is included in Level 2. If one or more significant inputs are not based on observable market data, the asset or liability is included in Level 3.

**Valuation Techniques**

The Union selects a valuation technique that is appropriate in the circumstances and for which sufficient data is available to measure fair value. The availability of sufficient and relevant data primarily depends on the specific characteristics of the asset or liability being measured. The valuation techniques selected by the Union are consistent with one or more of the following valuation approaches:

-Market approach: valuation techniques that use prices and other relevant information generated by market transactions for identical or similar assets or liabilities.

-Income approach: valuation techniques that convert estimated future cash flows or income and expenses into a single discounted present value.

-Cost approach: valuation techniques that reflect the current replacement cost of an asset at its current service capacity.

Each valuation technique requires inputs that reflect the assumptions that buyers and sellers would use when pricing the asset or liability, including assumptions about risks. When selecting a valuation technique, the Union gives priority to those techniques that maximise the use of observable inputs and minimise the use of unobservable inputs. Inputs that are developed using market data (such as publicly available information on actual transactions) and reflect the assumptions that buyers and sellers would generally use when pricing the asset or liability are considered observable, whereas inputs for which market data is not available and therefore are developed using the best information available about such assumptions are considered unobservable.

The following tables provide the fair values of the Union's assets and liabilities measured and recognised on a recurring basis after initial recognition and their categorisation within the fair value hierarchy:

31 December, 2018	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
<b>Recurring fair value measurements</b>				-
<i>Non-financial assets</i>	-	-	-	-

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Investment property	-	7,000,000	-	7,000,000
<b>Total non-financial assets recognised at FV</b>	-	7,000,000	-	7,000,000

	Level 1	Level 2	Level 3	Total
31 December, 2019	\$	\$	\$	\$
<b>Recurring fair value measurements</b>				-
<i>Non-financial assets</i>				-
Investment property	-	6,500,000	-	6,500,000
<b>Total non-financial assets recognised at FV</b>	-	6,500,000	-	6,500,000

Description	Fair Value at 31-Dec19	Valuation technique	Inputs used
Investment property	6,500,000	Market approach using recent observable market data for similar properties;	Price per square metre

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

There were no changes during the period in the valuation techniques used by the Union to determine Level 2 fair values.

**21 SECTION 272 Fair Work (Registered Organisations) Act 2009**

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

Information to be provided to members or Commissioner:

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

**22 REGISTERED OFFICE**

The registered office and principle place of business of National Office:

Suite 210, Trades Hall  
 4 - 10 Goulburn Street  
 Sydney NSW 2000

**NOTES TO THE FINANCIAL STATEMENTS  
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**23 RECOVERY WAGES**

The Union has not derived any revenue during the year as a result of any recovery of wages activity it may have undertaken on behalf of members.

**24 GOING CONCERN**

The Union's ability to continue as a going concern is not reliant on any other reporting units.

**25 FINANCIAL SUPPORT**

The Union has not agreed to provide any financial support to any reporting units nor did it require any financial support.

**26 ASSETS & LIABILITIES ACQUIRED**

The Union has not acquired any asset or liability as a result of an amalgamation, a restructure of branches, determination or revocation of the Fair Work Commission.

**27 OPERATING LEASE COMMITMENTS - AS LESSOR**

The Investment property is leased to a third party on a 'month to month' basis. Accordingly there are no future minimum rentals receivable at balance date.



**INDEPENDENT AUDITOR'S REPORT TO  
THE MEMBERS OF AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION  
NATIONAL OFFICE**

## AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE OFFICER DECLARATION STATEMENT

I, Mark Diamond, being the National Secretary of the Australian Rail, Tram and Bus Union National Office, declare that the following activities did not occur during the reporting period ending 31 December, 2019.

The reporting unit did not:

- agree to receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- receive periodic or membership subscriptions
- receive donations or grants
- receive revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees to another reporting unit
- pay compulsory levies
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- have a payable to an employer for that employer making payroll deductions of membership subscriptions
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit

Signed by the officer:



Dated: 18 May, 2020