

**COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL,
PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA – ELECTRICAL, ENERGY
AND SERVICES DIVISION**

ABN 60 429 406 804

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

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**COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING
AND ALLIED SERVICES UNION OF AUSTRALIA – ELECTRICAL, ENERGY AND SERVICES DIVISION**

COMMITTEE OF MANAGEMENT’S OPERATING REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

Operating Report

The Committee of Management presents its report on the operations of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division (the Division) for the financial year ended 31 December 2024.

Principal Activities

The principal operating activities of the Division include:

- Implementation of the Division’s organising agenda, including direct assistance and strategic advice on particular industry or organising projects, the training and development of officials and assistance to branches.
- Industrial support including representation of member grievances, advice on legal and legislative matters, pursuing relevant changes to the conditions of eligibility rules of the Division, and responding to other unions’ rules applications where they impact on membership of the Division.
- Co-ordination of national enterprise negotiations on behalf of branches.
- National media and communications to members and to the broader community via media releases in support of campaigns, video development, and targeted publications, including the ETU Yearbook.
- Developing policies and representing the Division nationally on skills training, licensing, education of members and industrial relations law reforms.

The Divisional office has consulted with the ACTU on the development of policy on wages, redundancy and family leave. The divisional office has participated in ACTU policy committees in OH&S, VET, union education and superannuation.

The Divisional office has also been involved in lobbying and negotiations with different levels of Government and key industry organisations around issues of importance to the Division members, e.g. in submission to government inquiries, skilled career paths, skill shortages, quality and accreditation and workforce issues, occupational health and safety and electrical licensing.

There was no change in the principal activities of the Union during the year.

Operating Result

The deficit for the financial year amounted to \$153,609.

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA – ELECTRICAL, ENERGY AND SERVICES DIVISION

COMMITTEE OF MANAGEMENT’S OPERATING REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Significant Changes in Financial Affairs

There were no significant changes to the financial affairs of the Division during the year.

After Balance Date Events

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

Members Right to Resign

The right of members to resign from the Division is set out in the Rules of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division. Each member must provide written notice addressed and delivered to the secretary of the relevant Branch.

Number of Employees

The number of persons who were, at the end of the period to which the report relates, employees of the Division, where the number of employees includes both full-time employees and part-time employees measured on a full-time equivalent basis is 15.80.

Number of Members

The number of persons who were, at the end of the financial year to which this report relates, recorded in the register of members for s.230 of the Act and who are taken to be members of the Division for the purposes of s.244 of the Act is: 71,419.

Officers or Members who are superannuation Fund Trustees/ Directors of a Company that is a Superannuation fund Trustee

As at 31 December 2024, there are no officers of the reporting unit who hold a position of trustee or director of an entity, scheme or company as described in s.254(2)(d) of the Fair Work (Registered Organisations) Act 2009, where a criterion of such entity is that the holder of such position must be a member or official of a registered organisation. In keeping with past practice only divisional office holders who are superannuation fund trustees or directors of a company that is a superannuation fund trustee would be listed here. Where a member or branch office holder is a superannuation fund trustee or director of a company that is a superannuation fund trustee, this is disclosed in the relevant branch operating report.

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA – ELECTRICAL, ENERGY AND SERVICES DIVISION
COMMITTEE OF MANAGEMENT’S OPERATING REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Members of the Committee of Management

The name of each person who has been a member of the Committee of Management of the Division at any time during the reporting period, and the period for which he or she held such position is as follows:

Name	Period of Office
Michael Wright	01/01/2024 – 31/12/2024
Allen Hicks	01/01/2024 – 31/12/2024
Troy Gray	01/01/2024 – 31/12/2024
Peter Ong	01/01/2024 – 31/12/2024
Peter Jason Young	01/01/2024 – 31/12/2024
Michael Anderson	01/01/2024 – 27/09/2024
Daniel Filazzola	01/01/2024 – 31/12/2024
John Adley	01/01/2024 – 31/12/2024
Peter Carter	01/01/2024 – 27/09/2024
Glen Potter	01/01/2024 – 31/12/2024
Raven Maris	01/01/2024 – 31/12/2024

Auditor’s Independence Declaration

A copy of the auditor’s independence declaration is set out on page 7.

This report is made in accordance with a resolution of the Committee of Management and is signed for and on behalf of the Committee of Management by:



.....
 Michael Wright
 Divisional Secretary

Sydney
 31 March 2025

**AUDITOR'S INDEPENDENCE DECLARATION
TO THE COMMITTEE OF MANAGEMENT OF THE
COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION,
POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA –
ELECTRICAL, ENERGY AND SERVICES DIVISION**

As lead auditor for the audit of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division for the year ended 31 December 2024; I declare that, to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.

MGI Audit Pty Ltd



T L Harris

Director – Audit & Assurance

Brisbane

31 March 2025

Registration number (as registered by the RO General Manager under the RO Act): AA2023/8

**COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL,
PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA – ELECTRICAL, ENERGY AND
SERVICES DIVISION**

**COMMITTEE OF MANAGEMENT STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2024**

On 31 March 2025, the Committee of Management of the Division passed the following resolution to the General Purpose Financial statements (GPFR) of the reporting unit for the financial year ended 31 December 2024.

The Committee of Management declares in relation to the GPFR 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 the reporting unit will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - i. meetings of the Committee of Management were held in accordance with the rules of the organisation and
 - ii. the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation;
 - iii. the financial records of the reporting unit have been kept and maintained in accordance with the *RO Act*;
 - 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 to each of the other reporting units of the organisation;
 - v. where information has been sought in any request of a member of the reporting unit or the General Manager duly made under section 272 of the *RO Act*, that information has been provided to the member or the General Manager; and
 - vi. where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the *RO Act* during the year, there has been compliance.

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

Name of Designated Officer: Michael Wright

Title of Designated Officer: Divisional Secretary

Signature:



Date:

.....

31 March 2025

Independent Audit Report to the Members of Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division (the Division), which comprises the statement of financial position as at 31 December 2024, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended, notes to the financial statements, including a summary of material accounting policies; and the Committee of Management Statement, the subsection 255(2A) report and the Officer Declaration Statement.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division as at 31 December 2024, and its financial performance and its cash flows for the year ended on that date in accordance with:

- a) the Australian Accounting Standards; and
- b) 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).

We declare that the Committee of Management's use of the going concern basis in the preparation of the financial statements of the Division is appropriate.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Division 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 our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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

In connection with our audit of the financial report, our 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 we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Committee of Management for the Financial Report

The Committee of Management of the Division is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the RO Act, 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 is responsible for assessing the Division'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 Division or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our 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 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 the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We 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 Division'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.
- 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 Division'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 Division 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 Division to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Division's audit. We remain solely responsible for our audit opinion.

We communicate with the Committee of Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Declaration

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

MGI Audit Pty Ltd



T L Harris

Director – Audit & Assurance

Brisbane

31 March 2025

Registration number (as registered by the RO General Manager under the RO Act): AA2023/8

**COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING
AND ALLIED SERVICES UNION OF AUSTRALIA – ELECTRICAL, ENERGY AND SERVICES DIVISION**

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Notes	2024 \$	2023 \$
Revenue from contracts with customers	3		
Sustentation fees	3A	4,713,197	4,299,591
Publication fees	3B	200,462	156,153
Total revenue from contracts with customers		4,913,659	4,455,744
Other income			
Interest	3C	110,249	26,667
Other revenue	3D	633,394	641,974
Rental income		11,455	-
Profit on sale of property, plant and equipment		-	18,984
Total other income		755,098	687,625
Total income		5,668,757	5,143,369
Expenses			
Employee expenses	4A	(2,927,779)	(2,742,777)
Affiliation fees	4B	(243,831)	(391,784)
Audit fees	12	(32,802)	(30,025)
Legal costs	4C	(544,296)	(127,856)
Grants or donations	4D	(112,200)	(23,075)
Depreciation and amortisation	4E	(87,944)	(70,829)
Campaign expenses	4F	(602,534)	(102,423)
Finance costs		(13,577)	(1,075)
Conference and meetings	4G	(51,074)	(141,687)
Other operating expenses	4H	(1,066,542)	(1,103,177)
Levies	4I	(126,574)	(120,278)
Loss from sale of property, plant and equipment		(13,213)	-
Total expenses		(5,822,366)	(4,854,986)
(Deficit)/ surplus for the year		(153,609)	283,383
Other comprehensive income			
Revaluation of buildings (net of tax)		-	-
Total comprehensive income for the year		(153,609)	283,383

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

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING
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STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2024

	Notes	2024 \$	2023 \$
ASSETS			
Current Assets			
Cash and cash equivalents	5A	3,750,342	3,229,802
Trade and other receivables	5B	595,983	1,072,856
Other current assets		292,535	5,677
Total current assets		4,638,860	4,308,335
Non-Current Assets			
Trade and other receivables	5B	-	-
Land and Buildings	6A	4,941,512	2,145,000
Motor vehicles	6B	39,902	102,301
Furniture and fixtures	6C	19,214	22,253
Total non-current assets		5,000,628	2,269,554
Total assets		9,639,488	6,577,889
LIABILITIES			
Current Liabilities			
Trade payables	7A	387,605	206,757
Other payables	7B	331,953	389,818
Employee provisions	8A	682,879	628,952
Borrowings	9	600,525	-
Total current liabilities		2,002,964	1,225,527
Non-Current Liabilities			
Employee provisions	8A	48,314	22,516
Borrowings	9	2,411,975	-
Total non-current liabilities		2,460,289	22,516
Total liabilities		4,463,251	1,248,043
Net assets		5,176,237	5,329,846
EQUITY			
Retained earnings		3,734,248	3,887,857
Asset revaluation reserve		1,441,989	1,441,989
Total equity		5,176,237	5,329,846

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

**COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING
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**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Notes	Retained earnings \$	Asset Revaluation Reserve \$	Total equity \$
Balance as at 1 January 2023		3,599,474	1,441,989	5,041,463
Surplus for the year		288,383	-	288,383
Other comprehensive income		-	-	-
Closing balance as at 31 December 2023		3,887,857	1,441,989	5,329,846
Deficit for the year		(153,609)	-	(153,609)
Other comprehensive income		-	-	-
Closing balance as at 31 December 2024		3,734,248	1,441,989	5,176,237

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

**COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING
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**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024**

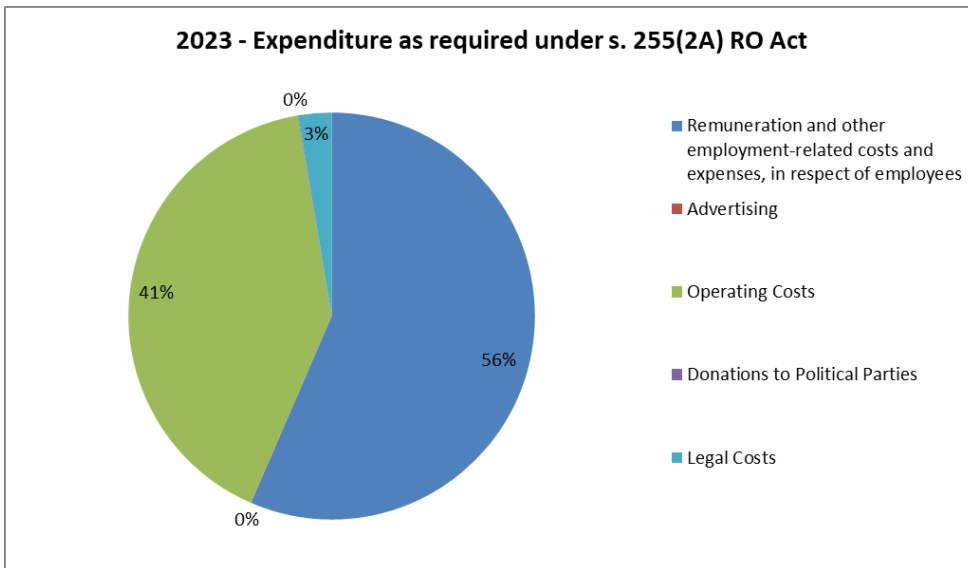
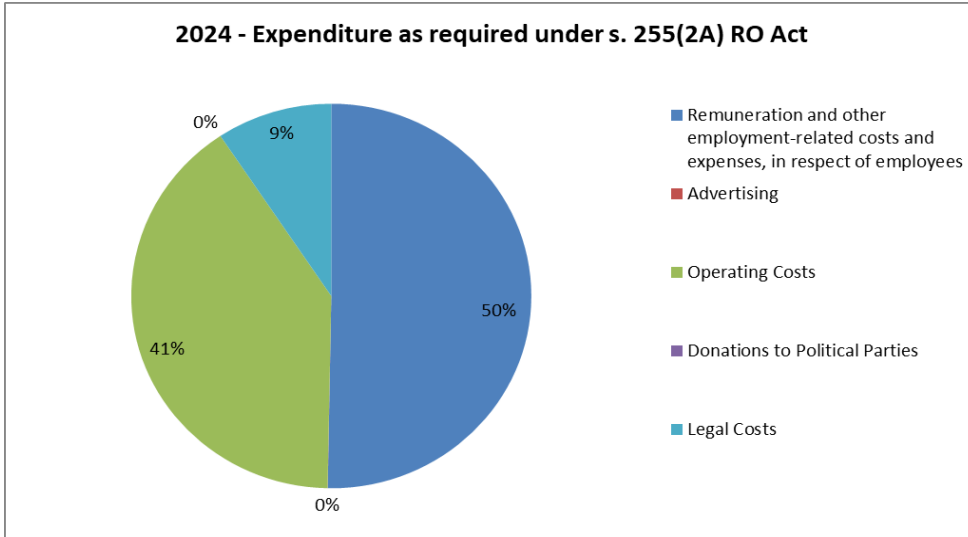
	Notes	2024 \$	2023 \$
OPERATING ACTIVITIES			
Cash received			
Receipts from other reporting units	10B	6,901,374	5,935,621
Receipts from related state registered unions	10B	288,805	439,938
Receipts from other customers		341,328	275,481
Interest received		110,249	26,667
Cash used			
Finance Costs		(1,079)	(1,075)
Payments to employees and suppliers		(7,312,853)	(5,612,508)
Payments to other reporting units	10B	(441,002)	(634,089)
Payments to related state registered unions	10B	(34,051)	(10,296)
Net cash (used in)/ provided by operating activities	10A	(147,229)	419,739
INVESTING ACTIVITIES			
Proceeds from Investments (CEPU – VIC Electrical Branch)		500,000	-
Payments for purchase of property, plant and equipment		(2,855,413)	(108,288)
Proceeds on sale of property, plant and equipment		23,182	20,555
Net cash used in investing activities		(2,332,231)	(87,733)
FINANCING ACTIVITIES			
Proceeds on loans (CEPU – VIC Electrical Branch)		3,000,000	-
Net cash provided by financing activities		3,000,000	-
Net increase in cash held		520,540	322,006
Cash & cash equivalents at the beginning of the reporting period		3,229,802	2,897,796
Cash & cash equivalents at the end of the reporting period	10A	3,750,342	3,229,802

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

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA – ELECTRICAL, ENERGY AND SERVICES DIVISION

**REPORT REQUIRED UNDER SUBSECTION 255(2A) OF THE FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009
FOR THE YEAR ENDED 31 DECEMBER 2024**

The Committee of Management presents the expenditure report as required under subsection 255(2A) on the Branch for the year ended 31 December 2024:



.....
Michael Wright

Divisional Secretary

Sydney
31 March 2025

**COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING
AND ALLIED SERVICES UNION OF AUSTRALIA – ELECTRICAL, ENERGY AND SERVICES DIVISION**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

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**COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1 Summary of material accounting policies

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period, and the *Fair Work (Registered Organisation) Act 2009*. For the purpose of preparing the general purpose financial statements, the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division (the Division) is a not-for-profit entity.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements are in Australian dollars and have been rounded to the nearest dollar.

1.2 Comparative amounts

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

1.3 Significant accounting judgements and estimates

The following accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Key Estimates

Impairment – general

The Division assesses impairment at each reporting period by evaluation of conditions and events specific to the Division that may be indicative of impairment triggers. Recoverable amounts of relevant assets are assessed using value-in-use calculations which incorporate various key assumptions.

No impairment has been recognised in respect of the current year.

Key Judgements

Useful lives of plant and equipment

Plant and equipment are depreciated over the useful life of the asset and the depreciation rates are assessed when the asset are acquired or when there is a significant change that affects the remaining useful life of the asset.

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 1 Summary of material accounting policies (Continued)

1.3 Significant accounting judgements and estimates (Continued)

Key Judgements

Provision for impairment of receivables

The value of the provision for impairment of receivables is estimated by considering the ageing of receivables, communication with the debtors and prior history.

On-cost for employee entitlement provision

The Division revised its estimate for on-costs for employee provision during the year to include superannuation, workers compensation and payroll tax.

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

New accounting standards and amendments applied for the first time for this annual reporting period commencing 1 January 2024 did not have any impact on the amounts recognised in the current or prior periods and are not expected to significantly affect future periods.

Future Australian Accounting Standards Requirements

At the date of authorisation of these financial statements, several new, but not yet effective, Standards and amendments to existing Standards, and Interpretations have been published by the Australian Accounting Standards Board (AASB). None of these Standards or amendments to existing Standards have been adopted early by the Division.

The Committee of Management anticipates that all relevant pronouncements will be adopted for the first period beginning on or after the effective date of the pronouncement. New standards, amendments and interpretations not adopted in the current year have not been disclosed as they are not expected to have a material impact on the Division's financial statements.

**COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Note 1 Summary of material accounting policies (Continued)

1.5 Revenue

The Division enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, capitation fees, levies, grants, and donations.

The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.

Revenue from contracts with customers

Where the Division has a contract with a customer, the Division recognises revenue when or as it transfers control of goods or services to the customer. The Division accounts for an arrangement as a contract with a customer if the following criteria are met:

- the arrangement is enforceable; and
- the arrangement contains promises (that are also known as performance obligations) to transfer goods or services to the customer (or to other parties on behalf of the customer) that are sufficiently specific so that it can be determined when the performance obligation has been satisfied.

Sustentation fees

Where the Division's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Division recognises the sustentation fees promised under that arrangement when or as it transfers the services as listed in the Rules of the Division. When there is only one distinct service (i.e. the running of the federal office), revenue is recognised as these services are provided, which is typically based on the passage of time over the capitation fee period. This arrangement reflects the promise to stand ready to provide assistance to any branch in the Division as required.

In circumstances where the criteria for a contract with a customer are not met, the Division will recognise capitation fees as income upon receipt (as specified in the income recognition policy below).

Income of the Division as a Not-for-Profit Entity

Consideration is received by the Division to enable the entity to further its objectives. The Division recognises each of these amounts of consideration as income when the consideration is received (which is when the Division obtains control of the cash) because, based on the rights and obligations in each arrangement:

- the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and
- the Division's recognition of the cash contribution does not give to any related liabilities.

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
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Note 1 Summary of material accounting policies (Continued)

1.5 Revenue (Continued)

Gains from sale of assets

An item of property, plant and equipment is derecognised upon disposal (which is at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal.

Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of profit or loss when the asset is derecognised.

Interest income

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

Publication income

Publication revenue from Branches is recognised on an accrual basis and is recorded as revenue in the year to which it relates.

All revenue is stated net of the amount of goods and services tax ("GST").

1.6 Employee benefits

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

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

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

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

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Note 1 Summary of material accounting policies (Continued)

1.6 Employee benefits (continued)

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

Under the Division's rules, those employees who have undertaken 3 or more years of continuous service are entitled to have their Long Service Leave balance paid upon termination (on a pro-rata basis). The Division does not have an unconditional right to deferred settlement (for those employees with greater than 3 or more consecutive years of service), resulting in Long Service Leave entitlements to be reported at reporting date as current liabilities.

1.7 Cash

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

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Note 1 Summary of material accounting policies (Continued)

1.8 Leases

For any leases entered into, the Union considers whether a contract is, or contains a lease. A lease is defined as ‘a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration’.

To apply this definition the Union assesses whether the contract meets three key evaluations which are whether:

- The contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to the Union;
- The Union has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract;
- The Union has the right to direct the use of the identified asset throughout the period of use.
- The Union assess whether it has the right to direct ‘how and for what purpose’ the asset is used throughout the period of use

Measurement and recognition of leases as a lessee

At lease commencement date, the Union recognises a right-of-use asset and a lease liability on the balance sheet. The right-of-use asset is measured at cost, which is made up of the initial measurement of the lease liability, any initial direct costs incurred by the Union, an estimate of any costs to dismantle and remove the asset at the end of the lease, and any lease payments made in advance of the lease commencement date (net of any incentives received).

The Union depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The Union also assesses the right-of-use asset for impairment when such indicators exist. At the commencement date, the Union measures the lease liability at the present value of the lease payments unpaid at that date, discounted using the interest rate implicit in the lease if that rate is readily available or the Union’s incremental borrowing rate.

Lease payments included in the measurement of the lease liability are made up of fixed payments (including in substance fixed), variable payments based on an index or rate, amounts expected to be payable under a residual value guarantee and payments arising from options reasonably certain to be exercised.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in in-substance fixed payments. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right-of-use asset is already reduced to zero.

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Note 1 Summary of material accounting policies (Continued)

1.8 Leases (Continued)

The Union has elected to account for short-term leases and leases of low-value assets using the practical expedients. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in profit or loss on a straight-line basis over the lease term. On the statement of financial position, right-of-use assets have been included in property, plant and equipment and lease liabilities have been included in trade and other payables.

1.9 Financial instruments

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

1.10 Financial assets

Initial Recognition and Measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (OCI), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Union's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Union initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (SPPI) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Union's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Union commits to purchase or sell the asset.

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Note 1 Summary of material accounting policies (Continued)

1.10 Financial assets (Continued)

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in five categories:

- (Other) financial assets at amortised cost
- (Other) financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- (Other) financial assets at fair value through profit or loss
- (Other) financial assets designated at fair value through profit or loss.

Financial assets at amortised cost

The reporting unit measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

Financial assets at amortised cost are subsequently measured using the effective interest (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

The Union's financial assets at amortised cost includes trade receivables and loans to related parties.

Financial assets at fair value through profit or loss (including designated)

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortised cost or at fair value through OCI, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognised in profit or loss.

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Note 1 Summary of material accounting policies (Continued)

1.10 Financial assets (Continued)

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The Union has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
 - a) the Union has transferred substantially all the risks and rewards of the asset, or
 - b) the Union has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Union has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Union continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the statement of financial position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

Impairment

Expected credit losses

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any loss allowance due to expected credit losses at each reporting date. A provision matrix that is based on historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment has been established.

(i) Trade receivables

For trade receivables that do not have a significant financing component, the Union applies a simplified approach in calculating expected credit losses (ECLs) which requires lifetime expected credit losses to be recognised from initial recognition of the receivables.

Therefore, the Union does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Union has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

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Note 1 Summary of material accounting policies (Continued)

1.10 Financial assets (Continued)

(ii) Debt instruments other than trade receivables

For all debt instruments other than trade receivables and debt instruments not held at fair value through profit or loss, the Union recognises an allowance for expected credit losses using the general approach. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Union expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognised in two stages:

- Where there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses from possible default events within the next 12-months (a 12-month ECL).
- Where there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the debt, irrespective of the timing of the default (a lifetime ECL).

The Union considers a financial asset in default when contractual payments are 60 days past due. However, in certain cases, the Union may also consider a financial asset to be in default when internal or external information indicates that the Union is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

1.11 Financial liabilities

Financial liabilities are classified at initial recognition, at amortised cost unless or at fair value through profit or loss. All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

Subsequent Measurement

Financial liabilities at fair value through profit or loss (including designated)

Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss.

Gains or losses on liabilities held for trading are recognised in profit or loss.

Financial liabilities designated upon initial recognition at fair value through profit or loss are designated at the initial date of recognition, and only if the criteria in AASB 9 are satisfied.

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Note 1 Summary of material accounting policies (Continued)

1.11 Financial liabilities (Continued)

Financial liabilities at amortised cost

After initial recognition, trade payables and interest-bearing loans and borrowings are subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in profit or loss.

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

1.12 Contingent liabilities and contingent assets

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

1.13 Liabilities relating to contracts with customers

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Union transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Union performs under the contract (i.e., transfers control of the related goods or services to the customer).

Refund liabilities

A refund liability is recognised for the obligation to refund some or all of the consideration received (or receivable) from a customer. The Union refund liabilities arise from customers' right of return. The liability is measured at the amount the Union ultimately expects it will have to return to the customer. The Union updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

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Note 1 Summary of material accounting policies (Continued)

1.14 Property, Plant and Equipment

Asset Recognition Threshold

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

Revaluations – Property

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

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

Property, plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by the Divisional Executive to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows, which will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to present values in determining recoverable amounts.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with that item will flow to the Division and the costs of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

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Note 1 Summary of material accounting policies (Continued)

1.14 Property, Plant and Equipment (Continued)

Depreciation

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

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

<i>Class of Fixed Asset</i>	<i>Depreciation Rate</i>
Buildings	5%
Plant and equipment	5% - 40%
Motor Vehicles	25%

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 property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in the profit and loss.

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Note 1 Summary of material accounting policies (Continued)

1.15 Impairment of assets

At the end of each reporting period, the Division assesses whether there is any indication that an asset may be impaired. The assessment will include considering external sources of information 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 (e.g. 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 Division 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.

1.16 Taxation

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

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

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

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

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

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Note 1 Summary of material accounting policies (Continued)

1.17 Fair value measurement

The Division measures financial instruments, such as, financial asset as at fair value through the profit and loss, available for sale financial assets, and non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 14.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability.

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

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

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

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

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

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

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Note 1 Summary of material accounting policies (Continued)

1.17 Fair value measurement (Continued)

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

Note 2 Events after the reporting period

There are no events that occurred after 31 December 2024, and /or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Division.

2024	2023
\$	\$

Note 3 Revenue and income

Disaggregation of revenue from contracts with customers

A disaggregation of the Division's revenue by type of arrangements is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer.

Type of customer

Other reporting units – sustentation fees	4,713,197	4,299,491
Other reporting units – publication fees	200,462	156,153
Total revenue from contracts with customers	4,913,659	4,455,644

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	2024	2023
	\$	\$
Note 3 Revenue and Income (Continued)		
Note 3A: Sustainment fees		
CEPU – QLD/ NT Electrical Branch	1,312,731	1,189,116
CEPU – WA Electrical Branch	447,165	431,601
CEPU – NSW Electrical Branch	1,185,385	1,017,062
CEPU – SA Electrical Branch	276,942	251,747
CEPU – VIC Electrical Branch	1,332,329	1,261,436
CEPU – TAS Electrical Branch	158,645	148,629
Total sustainment fees	4,713,197	4,299,591
Note 3B: Publication fees		
CEPU – QLD/ NT Electrical Branch	53,456	38,224
CEPU – WA Electrical Branch	19,284	14,180
ETU – NSW	45,170	41,704
CEPU – SA Electrical Branch	12,651	8,271
CEPU – VIC Electrical Branch	63,665	48,836
CEPU – TAS Electrical Branch	6,236	4,938
Total publication fees	200,462	156,153
Note 3C: Interest		
Interest Income	110,249	26,667
Total interest	110,249	26,667

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	2024	2023
	\$	\$
Note 3 Revenue and Income (Continued)		
Note 3D: Other revenue		
Organiser/ official wage contribution		
ETU – NSW	92,164	192,333
Industrial services provided		
CEPU – WA Electrical Branch	140,000	140,000
CEPU – SA Electrical Branch	102,591	101,743
Secretarial fees		
CEPU – National Council	19,882	19,341
Donation contribution		
CEPU – QLD/ NT Electrical Branch	27,070	-
CEPU – WA Electrical Branch	10,140	-
ETU – NSW	25,430	-
CEPU – SA Electrical Branch	6,100	-
CEPU – VIC Electrical Branch	27,800	-
CEPU – TAS Electrical Branch	3,460	-
Sponsorship income	105,000	105,000
Board fees income	35,833	56,710
Sundry income	37,924	26,847
Total other revenue	633,394	641,974

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	2024	2023
	\$	\$
Note 4 Expenses		
Note 4A: Employee expenses		
Holders of office:		
Wages and salaries	334,546	542,909
Superannuation	68,896	97,936
Leave and other entitlements	58,478	80,989
Subtotal employee expenses holders of office	<u>461,920</u>	<u>721,834</u>
Employees other than office holders:		
Wages and salaries	1,771,873	1,394,763
Superannuation	287,230	246,944
Leave and other entitlements	266,822	233,255
Subtotal employee expenses employees other than office holders	<u>2,325,925</u>	<u>1,874,962</u>
Add: Payroll tax expense/ FBT expense	139,934	145,981
Total employee expenses	<u>2,927,779</u>	<u>2,742,777</u>
Note 4B: Affiliation fees		
ACTU	217,783	367,500
Aust. Palestine Advocacy Network	400	400
Industrial Global Union	8,020	7,586
Building Works International	12,522	10,999
Public Services International	4,833	4,726
Australian Fair Trade & Investment Network	-	300
Energy Skills Australia	273	273
Total affiliation fees	<u>243,831</u>	<u>391,784</u>

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	2024	2023
	\$	\$
Note 4 Expenses (Continued)		
Note 4C: Legal costs		
Litigation	532,563	95,126
Other legal matters	11,733	32,730
Total legal costs	<u>544,296</u>	<u>127,856</u>
Note 4D: Grants or donations		
Donations:		
Total paid that were \$1,000 or less	-	1,500
Total paid that exceeded \$1,000	112,200	21,575
Total grants or donations	<u>112,200</u>	<u>23,075</u>
Note 4E: Depreciation and amortisation		
Depreciation:		
Buildings and improvement	58,901	55,000
Plant and equipment	3,039	3,040
Motor vehicles	26,004	12,789
Total depreciation and amortisation	<u>87,944</u>	<u>70,829</u>
Note 4F: Campaign Expenses		
Apprentice campaigns	-	18,425
Political campaigns	485,784	-
Other campaigns	116,750	83,998
Total campaign expenses	<u>602,534</u>	<u>102,423</u>

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	2024	2023
	\$	\$
Note 4 Expenses (Continued)		
Note 4G: Conference and Meetings		
General	38,404	132,478
Divisional	12,670	9,209
Total conference and meetings	51,074	141,687
Note 4H: Other Operating Expenses		
Fees/ allowances – meetings and conferences	587	1,788
Travel expenses	330,996	341,082
Motor vehicle	10,229	10,921
Advertising and promotion	271,149	257,529
Computer expenses	65,596	50,664
Printing and stationary	10,500	13,109
Occupancy costs	71,488	79,030
Staff training	35,979	14,862
Telephone and internet	33,736	30,645
Subscriptions and research	98,979	103,866
Other expenses	137,303	199,681
Total other operating expenses	1,066,542	1,103,177
Note 4I: Levies		
CEPU National Council levy	126,574	112,259
Total levies	126,574	112,259

The levy represents the Electrical Division's annual contribution associated with the operating costs of the CEPU National Council. The levy is based on the total number of members in the Electrical, Communications and Plumbing Divisions respectively.

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	2024	2023
	\$	\$
Note 5 Current Assets		
Note 5A: Cash and Cash Equivalents		
Cash at bank	3,750,281	3,229,384
Cash on hand	61	418
Total cash and cash equivalents	3,750,342	3,229,802
Note 5B: Trade and Other Receivables		
Trade receivables	25,565	63,241
Receivables from other reporting units		
CEPU – SA Electrical Branch	174,778	178,863
CEPU – VIC Electrical Branch	78,515	563,299
CEPU – QLD Electrical Branch	67,315	53,600
CEPU – TAS Electrical Branch	9,638	5,821
CEPU – WA Electrical Branch	78,022	43,008
CEPU –Plumbing Division	1,195	-
Subtotal receivables from other reporting units	409,463	844,591
Receivables to related state registered unions		
ETU – NSW	160,955	165,024
Total receivables	595,983	1,072,856

During the prior financial year, 2023 financial year, the Division had \$500,000 invested with the CEPU – VIC Electrical Branch as part of the Victorian Branch’s broader investment portfolio. The terms of the investment were:

1. Investment period: ending 1 June 2024
2. Investment return of 5%
3. Investment is unsecured.

During the year the investment matured with all funds were returned to the Division.

Note 5C: Other current assets

Prepayments	282,364	-
Investments (shares etc)	10,171	5,677
Total other current assets	292,535	5,677

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

	2024	2023
	\$	\$
Note 6 Non-current Assets		
Note 6A: Land and Buildings		
Land and Buildings		
At Fair Value	5,055,413	2,200,000
accumulated depreciation	(113,901)	(55,000)
Total Buildings	4,941,512	2,145,000

Reconciliation of Opening and Closing Balances of Land and Buildings

As at 1 January		
Gross book value	2,200,000	2,200,000
Accumulated depreciation and impairment	(55,000)	(55,000)
Net book value 1 January	2,145,000	2,145,000
Additions:		
By purchase	2,855,413	-
By valuation	-	-
Depreciation expense	(58,901)	-
Disposals:		
By sale	-	-
Net book value 31 December	4,941,512	2,145,000
Net book value as of 31 December represented by:		
Gross book value	5,055,413	2,200,000
Accumulated depreciation and impairment	(113,901)	(55,000)
Net book value 31 December	4,941,512	2,145,000

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
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Note 6A: Land and Buildings (Continued)

Valuation Details

Details of the latest valuations on land and buildings are as follows:

Lot 63, 64, 65 & 67 at 30-40 Harcourt Parade Rosebery NSW

On 20 December 2022, the building located at lots 63, 64, 65 & 67 a30-40 Harcourt Parade, Rosebery was valued by Mr Vincent Romeo CPV of Romeo Property Valuers Pty Ltd. The building valuation was based on a highest and best use, which was determined as a commercial office (the assets current use).

Fair value is the amount for which the assets could be exchanged between a knowledgeable willing buyer and a knowledgeable willing seller in an arm's length transaction as at the valuation date. Fair value is determined by direct reference to recent market transactions on arm's length terms for land and buildings comparable in size and location to those held by the Union and to market based yields for comparable properties. Key assumptions utilised in the valuation were:

- Capitalisation Rate 6.00%
- Net Market Rental \$400 m²
- Net Lettable Area 376 m²

Suites 4.06 and 4.07, 247 Coward Street, Mascot NSW

Suites 4.06 and 4.07 247 Coward Street, Mascot were purchased in an arm's length transaction on 12 December 2024. As a result the purchase price is considered reflective of the fair value as at 31 December 2024.

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	2024	2023
	\$	\$
Note 6B: Motor Vehicles		
Motor vehicles:		
at cost	59,446	108,288
accumulated depreciation	(19,544)	(5,987)
Total Motor Vehicles	39,902	102,301

Reconciliation of Opening and Closing Balances of Motor Vehicles

As at 1 January		
Gross book value	108,288	34,725
Accumulated depreciation and impairment	(5,987)	(26,352)
Net book value 1 January	102,301	8,373
Additions:		
By purchase	-	108,288
Depreciation expense	(26,004)	(12,789)
Disposals:		
By sale	(36,395)	(1,571)
Net book value 31 December	39,902	102,301
Net book value as of 31 December represented by:		
Gross book value	59,446	108,288
Accumulated depreciation and impairment	(19,544)	(5,987)
Net book value 31 December	39,902	102,301

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	2024	2023
	\$	\$
Note 6C: Furniture and Fixtures		
Furniture and fixtures:		
at cost	63,371	63,371
accumulated depreciation	(44,157)	(41,118)
Total Furniture and Fixtures	19,214	22,253

Reconciliation of Opening and Closing Balances of Furniture and Fixtures

As at 1 January		
Gross book value	63,371	63,371
Accumulated depreciation and impairment	(41,118)	(38,078)
Net book value 1 January	22,253	25,293
Additions:		
By purchase	-	-
Depreciation expense	(3,039)	(3,040)
Disposals:		
By sale	-	-
Net book value 31 December	19,214	22,253
Net book value as of 31 December represented by:		
Gross book value	63,371	63,371
Accumulated depreciation and impairment	(44,157)	(41,118)
Net book value 31 December	19,214	22,253

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	2024	2023
	\$	\$

Note 7 Trade and other payables

Note 7A: Trade payables

Trade creditors	387,605	206,757
Total trade payables	387,605	206,757

Settlement is usually made within 30 days.

Note 7B: Other payables

Legal costs		
Litigation	1,088	49,106
Sundry creditors	68,283	21,809
Superannuation payable	45,450	38,322
PAYG payable	91,506	81,245
Payroll tax payable	-	9,173
FBT payable	3,869	4,867
GST payable (net)	121,757	185,296
Total other payables	331,953	389,818

Total other payables are expected to be settled in:

No more than 12 months	331,953	389,818
More than 12 months	-	-
Total other payables	331,953	389,818

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	2024	2023
	\$	\$
Note 8		
Provisions		
Note 8A: Employee Provisions		
Office Holders:		
Annual leave	47,012	44,727
Long service leave	241,912	103,025
Other	24,539	18,087
<i>Subtotal employee provisions—office holders</i>	313,463	165,839
Employees other than office holders:		
Annual leave	225,849	185,790
Long service leave	162,157	277,180
Other	29,724	22,659
<i>Subtotal employee provisions—employees other than office holders</i>	417,730	485,629
Total employee provisions	731,193	651,468
Current	682,879	628,952
Non-Current	48,314	22,516
<i>Total employee provisions</i>	731,193	651,468

Note 9 **Borrowings**

Current	600,525	-
Non-Current	2,411,975	-
Total borrowings	3,012,500	-

Loan Terms and Conditions

1. The loan is unsecured.
2. The loan is for a 5-year period ending November 2029.
3. The loan facility has an initial drawdown of \$3,000,000, with fixed repayments.
4. The interest rate is 5% throughout the term of the loan

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024 \$	2023 \$
Note 10 Cash Flow		
Note 10A: Cash Flow Reconciliation		
Reconciliation of cash and cash equivalents as per Statement of Financial Position to Cash Flow Statement:		
Cash and cash equivalents as per:		
Cash flow statement	3,750,342	3,229,802
Statement of financial position	3,750,342	3,229,802
Difference	<u>-</u>	<u>-</u>
Reconciliation of (deficit)/ surplus to net cash from operating activities:		
(Deficit)/ surplus for the year	(153,609)	288,383
Adjustments for non-cash items		
Depreciation/ amortisation	87,944	70,829
(Gain)/ loss on sale of property, plant and equipment	13,213	(18,984)
Interest on loan	11,326	-
Gain on revaluation of investments	(4,494)	-
Changes in assets/ liabilities		
(Increase)/ decrease in net receivables and other assets	(305,491)	155,667
Increase/ (decrease) in trade creditors	187,696	(123,999)
Increase/ (decrease) in provisions	79,725	(78,045)
Increase/ (decrease) in GST payable	(63,539)	125,888
Net cash (used in)/ provided by operating activities	<u>(147,229)</u>	<u>419,739</u>
Note 10B: Cash flow information		
Cash inflows from other reporting units		
CEPU – QLD/ NT Electrical Branch	1,796,983	1,483,020
CEPU – WA Electrical Branch	703,611	729,286
CEPU – NSW Electrical Branch	1,304,288	1,348,527
CEPU – SA Electrical Branch	449,912	265,234
CEPU – VIC Electrical Branch	2,220,226	1,596,480
CEPU – TAS Electrical Branch	198,936	283,317
CEPU – National Council	37,475	61,877
CEPU – Central Communications Branch	163,213	137,636
CEPU – NSW/ VIC T&S Branch	7,143	7,328
CEPU – QLD Plumbing Branch	3,943	
CEPU – NSW Plumbing Branch	3,343	6,334
CEPU – VIC Plumbing Branch	12,301	11,477
CEPU – Plumbing Division	-	5,105
Total cash inflows	<u>6,901,374</u>	<u>5,935,621</u>

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	2024	2023
	\$	\$
Note 10 Cash Flow (Continued)		
Note 10B: Cash flow information (Continued)		
Cash inflows from related state registered unions		
ETU NSW	288,805	439,938
Total cash inflows	288,805	439,938
Cash outflows to other reporting units		
CEPU – TAS Electrical Branch	-	(821)
CEPU – VIC Plumbing Branch	-	(12,960)
CEPU – National Council	(406,706)	(562,199)
CEPU – VIC Electrical Branch	-	(3,208)
CEPU – SA Electrical Branch	(4,229)	(4,696)
CEPU – QLD/ NT Electrical Branch	(23,268)	(18,345)
CEPU – WA Electrical Branch	(5,664)	-
CEPU – Communications Division	(1,135)	(31,860)
Total cash outflows	(441,002)	(634,089)
Cash outflows from related state registered unions		
ETU – NSW	(34,051)	(10,296)
Total cash outflows	(34,051)	(10,296)

Note: Cash flow information to/ from other reporting units disclosed include 10% GST on applicable transactions.

Note 10C: Credit standby arrangements and loan facilities

The Division has a credit card facility amounting to \$50,000 (2023: \$50,000). This may be terminated at any time at the option of the bank. The balance of this facility is cleared monthly and interest rates are variable.

Note 10D: Non-cash transactions

There have been no non-cash financing or investing activities during the year (2023: Nil).

	2024	2023
	\$	\$
Note 10E: Net debt reconciliation		
Cash and cash equivalents	3,750,342	3,229,802
Borrowings – repayable within one year	(600,525)	-
Borrowings – repayable after one year	(2,411,975)	-
Net debt	737,842	3,229,802

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Note 10 Cash Flow (Continued)

**Note 10F: Reconciliation of movements of liabilities to cash
flows arising from financing activities**

	Other Assets	Liabilities from financing activities		
	Cash assets	Borrowings – due within 1 year	Borrowings – due after 1 year	Total
Net debt at 1 January 2023	2,897,796	-	-	2,897,796
Cash flows	332,006	-	-	332,006
Net debt at 31 December 2023	3,229,802	-	-	3,229,802
Cash flows	520,540	(600,525)	(2,411,975)	(2,491,960)
Net debt at 31 December 2024	3,750,342	(600,525)	(2,411,975)	737,842

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
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Note 11 Contingent Liabilities, Assets and Commitments

Note 11A: Commitments and Contingencies

Capital commitments

At 31 December 2024 the Division did not have any capital commitments (2023: Nil).

Other contingent assets or liabilities (i.e. legal claims)

Committee of Management is not aware of any contingent assets or liabilities that are likely to have a material effect on the results of the Division.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

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Note 12 Related Party Disclosures

Note 12A: Related Party Transactions for the Reporting Period

Holders of office and related reporting units

For financial reporting purposes, under the *Fair Work (Registered Organisations) Act 2009*, the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia is divided into the following separate reporting units (and deemed related parties):

CEPU National Council

Electrical Division

CEPU – QLD Electrical Branch
CEPU – NSW Electrical Branch
CEPU – VIC Electrical Branch
CEPU – TAS Electrical Branch
CEPU – SA Electrical Branch
CEPU – WA Electrical Branch

Plumbing Division

CEPU Plumbing Division
CEPU – QLD Plumbing Branch
CEPU – NSW Plumbing Branch
CEPU – VIC Plumbing Branch
CEPU – WA Plumbing Branch

Communications Division

CEPU Communications Division
CEPU – Central Communications Branch
CEPU – NSW/ VIC Communications T&S Branch
CEPU – VIC Communications P&T Branch
CEPU – WA Communications Branch

Other related entities

ETU – NSW (State Registered Union)

The ETU NSW (being a state registered trade union) has members on its Committee of Management that have members in common on the Division's Committee of Management

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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Note 12 Related Party Disclosures (Continued)

Note 12A: Related Party Transactions for the Reporting Period

Holders of office and related reporting units (Continued)	2024	2023
	\$	\$
Revenue received from CEPU – National Council includes the following:		
Reimbursement of payroll tax	9,699	8,590
Secretarial fees	19,882	19,341
Reimbursement of travel expenses	1,848	3,325
Other operating expense reimbursements	3,521	3,472
Expenses paid to CEPU – National Council includes the following:		
Reimbursement of affiliation fees	217,783	367,500
National Council levy	126,574	120,278
Reimbursement of global union affiliations	25,375	23,311
Expenses paid to CEPU – Communications Division includes the following:		
Reimbursement of payroll tax	1,135	11,514
Revenue received from CEPU – NSW Electrical Branch includes the following:		
Sustentation fees	1,185,385	1,017,062
Reimbursement of other operating costs	332	-
Revenue received from ETU – NSW includes the following:		
Reimbursement of legal expenses	677	-
Reimbursement of national journal costs	45,170	41,704
Reimbursement of wage costs	92,164	192,333
Reimbursement of travel expenses	43,495	49,811
Subscriptions/ research	32,823	84,497
Donation contribution	25,430	-
Reimbursement of Member Advance Programme	13,715	11,756
Other operating expense reimbursements	5,375	9,471
Transfer of leave entitlements	-	28,736

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Note 12 Related Party Disclosures (Continued)

Note 12A: Related Party Transactions for the Reporting Period

Holders of office and related reporting units (Continued)

	2024	2023
	\$	\$
Expenses paid to ETU – NSW includes the following:		
Reimbursement of other expenses	800	-
Transfer of leave entitlements	31,156	-
Reimbursement of travel expenses	-	9,360
Amounts owed by ETU – NSW includes the following:		
Reimbursement of national journal costs	49,687	45,875
Reimbursement of wage costs	72,987	97,698
Reimbursement of legal fees	-	-
Reimbursement of travel expenses	1,330	14,985
Donation contribution	27,973	-
Subscriptions/ research	8,978	6,466
Revenue received from CEPU – Central Communications Branch includes the following:		
Reimbursement of payroll tax expense	163,213	117,421
Revenue received from CEPU – NSW/ VIC Communications T&S Branch includes the following:		
Reimbursement of payroll tax expense	7,143	7,328
Revenue received from CEPU – NSW Plumbing Branch includes the following:		
Subscriptions/ research	3,039	10,434
Revenue received from CEPU – QLD Plumbing Branch includes the following:		
Subscriptions/ research	3,585	-
Revenue received from CEPU – Plumbing Division includes the following:		
Reimbursement of travel expenses	1,086	-
Amounts owed by CEPU – Plumbing Division includes the following:		
Reimbursement of travel expenses	1,195	-

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FOR THE YEAR ENDED 31 DECEMBER 2024

Note 12 Related Party Disclosures (Continued)

Note 12A: Related Party Transactions for the Reporting Period

Holders of office and related reporting units (Continued)	2024	2023
	\$	\$
Revenue received from CEPU – QLD Electrical Branch includes the following:		
Reimbursement of national journal costs	53,456	38,224
Reimbursement of travel expenses	9,407	28,605
Sustentation fees	1,312,731	1,189,116
Subscriptions/ research	93,827	101,302
Reimbursement of legal fees	150,043	-
Donation contribution	27,070	-
Expenses paid to CEPU – QLD Electrical Branch includes the following:		
Reimbursement of payroll tax expense	21,153	17,409
Amounts owed by CEPU – QLD Electrical Branch includes the following:		
Reimbursement of national journal costs	58,801	42,046
Reimbursement of travel expenses	2,378	11,554
Subscriptions/ research	6,136	-
Revenue received from CEPU – SA Electrical Branch includes the following:		
Provision of industrial services	102,591	101,743
Reimbursement of national journal costs	12,651	8,271
Reimbursement of travel expenses	1,295	9,259
Sustentation fees	276,942	251,747
Subscriptions/ research	6,023	4,590
Reimbursement of legal expenses	601	8,663
Donation contribution	6,100	-
Expenses paid to CEPU – SA Electrical Branch includes the following:		
Reimbursement of travel expenses	941	1,709
Reimbursement of payroll tax expense	3,194	-
Amounts owed by CEPU – SA Electrical Branch includes the following:		
Reimbursement of national journal costs	13,916	9,098
Reimbursement of travel expenses	430	2,922
Sustentation fees	149,934	148,190
Provision of industrial services	9,240	18,653
Subscriptions/ research	1,258	-

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Note 12 Related Party Disclosures (Continued)

Note 12A: Related Party Transactions for the Reporting Period

Holders of office and related reporting units (Continued)

	2024	2023
	\$	\$
Revenue received from CEPU – TAS Electrical Branch includes the following:		
Reimbursement of national journal costs	6,236	4,938
Sustentation fees	158,645	148,629
Reimbursement of travel expenses	880	12,491
Reimbursement of legal expenses	4,514	-
Subscriptions/ research	10,650	13,871
Donation contribution	3,460	-
Expenses paid to CEPU – TAS Electrical Branch includes the following:		
Reimbursement of meeting expenses	-	746
Amounts owed by CEPU – TAS Electrical Branch includes the following:		
Reimbursement of national journal costs	6,859	5,432
Reimbursement of travel expenses	969	-
Subscriptions/ research	714	389
Reimbursement of legal expenses	1,096	-
Revenue received from CEPU – VIC Electrical Branch includes the following:		
Reimbursement of national journal costs	63,665	48,836
Sustentation fees	1,332,329	1,261,336
Reimbursement of travel expenses	1,662	23,286
Reimbursement of legal expenses	500,747	-
Subscriptions/ research	86,190	91,965
Donation contribution	27,800	-
Reimbursement of Member Advance Programme	20,321	17,418
Amounts owed by CEPU – VIC Electrical Branch includes the following:		
Reimbursement of national journal costs	70,032	53,719
Reimbursement of travel expenses	1,828	-
Investment	-	500,000
Reimbursement of Member Advance Programme	6,655	9,580
Amounts owed to CEPU – VIC Electrical Branch includes the following:		
Loans	3,012,500	-

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Note 12 Related Party Disclosures (Continued)

Note 12A: Related Party Transactions for the Reporting Period

Holders of office and related reporting units (Continued)

	2024	2023
	\$	\$
Revenue received from CEPU – VIC Plumbing Branch includes the following:		
Subscriptions/ research	11,182	10,434
Expenses paid to CEPU – VIC Plumbing Branch includes the following:		
Reimbursement of office rent	-	10,666
Revenue received from CEPU – WA Electrical Branch includes the following:		
Reimbursement of national journal costs	19,284	14,180
Sustentation fees	447,165	431,601
Subscriptions/ research	10,439	5,403
Provision of industrial services	140,000	140,000
Reimbursement of legal expenses	43,997	39,477
Reimbursement of travel expenses	1,266	13,189
Donation contribution	10,140	-
Expenses paid to CEPU – WA Electrical Branch includes the following:		
Reimbursement of travel expenses	5,149	-
Amounts owed by CEPU – WA Electrical Branch includes the following:		
Provision of industrial services	25,687	27,409
Reimbursement of national journal costs	21,213	15,599
Reimbursement of legal fees	27,375	-
Reimbursement of travel expenses	1,392	-
Subscriptions/ research	2,355	-

Terms and conditions of transactions with related parties

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year-end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 31 December 2024, the Division has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2023: Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Note 12 Related Party Disclosures (Continued)

Note 12A: Related Party Transactions for the Reporting Period

Holders of office and related reporting units (Continued)

Key Management Personnel

Key management personnel comprise those individuals who have the authority and responsibility for planning, directing and controlling the activities of the Division. The Division has determined key management personnel comprise of:

- Michael Wright (Divisional Secretary)
- Trevor Gauld (Divisional Assistant Secretary – 01/01/2024 – 11/10/2024)
- Matthew Murphy (Divisional Assistant Secretary – 21/11/2024 – 31/12/2024)
- All remaining members of the Divisional Executive.

During the year, key management personnel of the Division were remunerated as follows:

2024 2023

\$ \$

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

Short-term employee benefits

Salary (including annual leave taken)	380,942	607,186
Other	-	-

Total short-term employee benefits	380,942	607,186
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Post-employment benefits:

Superannuation	68,896	97,936
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Total post-employment benefits	68,896	97,936
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Other long-term benefits:

Long-service leave	12,082	16,712
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Total other long-term benefits	12,082	16,712
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Termination benefits

Total	461,920	721,834
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No other transactions occurred during the year with elected officers, close family members or other related parties than those related to their membership or employment and on terms no more favourable than those applicable to any other member of employee.

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024	2023
	\$	\$
Note 13 Remuneration of Auditors		
Value of the services provided		
Financial statement audit services	28,000	27,000
Other services	4,038	3,025
Total remuneration of auditors	32,038	30,025

Other services relate to taxation services provided to the Division during the year.

Note 14 Financial Instruments

Financial Risk Management Policy

The Committee of Management monitors the Division's financial risk management policies and exposure and approves financial transactions entered into. It also reviews the effectiveness of internal controls relating to the counterparty credit risk, liquidity risk, market risk and interest rate risk. The Division's Committee of Management meets on a regular basis to review the financial exposure of the Division.

(a) 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 of the Division. The Division does not have any material credit risk exposures as its major source of revenue is the receipt of sustentation fees from state branches.

The maximum exposures to credit risk by class of recognised financial assets at the end of the reporting period is equivalent to the carrying value and classification of those financial assets (net of provisions) as presented in the statement of financial position.

The Division has no significant concentration of credit risk with respect to any single counterparty or group of counterparties. The class of assets described as Trade and Other Receivables is considered to be the main source of credit risk related to the Division.

On a geographical basis, the Division's trade and other receivables are all based in Australia.

The following table details the Division's trade and other receivables exposed to credit risk. Amounts are considered 'past due' when the debt has not been settled, within the terms and conditions agreed between the Division and the customer or counterparty to the transaction. Receivables that are past due are assessed for impairment by ascertaining solvency of the debtors and are provided for where there are specific circumstances indicating that the debt may not be fully repaid to the Division.

The balance of receivables that remain within initial trade terms (as detailed in the table) are considered to be of high credit quality.

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 14 Financial Instruments (Continued)

Ageing of financial assets that were past due but not impaired for 2024

	Within trading terms	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	\$	\$	\$	\$	\$	\$
Trade and other receivables	25,565	-	-	-	-	25,565
Receivables from other reporting units/ other related state registered unions	314,553	-	-	27,375	228,490	570,418
Total	340,118	-	-	27,375	228,490	595,983

Ageing of financial assets that were past due but not impaired for 2023

	Within trading terms	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	\$	\$	\$	\$	\$	\$
Trade and other receivables	10,000	53,241	-	-	-	63,241
Receivables from other reporting units/ other related state registered unions	824,931	26,695	9,410	-	148,579	1,009,615
Total	834,931	79,936	9,410	-	148,579	1,072,856

The Division has no significant concentrations of credit risk exposure to any single counterparty or group of counterparties.

Credit risk related to balances with banks and other financial institutions is managed by the Committee of Management in accordance with approved policy. Such policy requires that surplus funds are only invested with counterparties with a strong reputation and backed by the Commonwealth Government's bank guarantee. At 31 December 2024, all funds were held by financial institutions backed by the Commonwealth Government's bank guarantee.

Collateral held as security

The Division does not hold collateral with respect to its receivables at 31 December 2024 (2023: Nil).

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 14 Financial Instruments (Continued)

(b) Liquidity Risk

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

- preparing forward looking cash flow estimates;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

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

Cash flows realised from financial assets reflect 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 reflects the earliest contractual settlement dates

Financial Instrument Composition and Maturity Analysis

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2024	2023	2024	2023	2024	2023	2024	2023
	\$	\$	\$	\$	\$	\$	\$	\$
Financial liabilities due for payment								
Trade payables	387,605	206,756	-	-	-	-	387,605	206,756
Other payables	331,953	389,818	-	-	-	-	331,953	389,818
Borrowings	600,525	-	2,411,975	-	-	-	3,012,500	-
Total expected outflows	1,320,083	596,574	2,411,975	-	-	-	3,732,058	596,574
Financial assets – cash flow receivable								
Cash and cash equivalents	3,750,342	3,229,802	-	-	-	-	3,750,342	3,229,802
Trade and other receivables	595,983	1,072,856	-	-	-	-	595,983	1,072,856
Total anticipated inflows	4,346,325	4,302,658	-	-	-	-	4,346,325	4,302,658
Net inflow on financial instruments	3,026,242	3,706,084	(2,411,975)	-	-	-	614,267	3,706,084

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 14 Financial Instruments (Continued)

(c) Market Risk

i. Interest rate risk

Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Division is also exposed to earnings volatility on floating rate instruments.

Interest rate risk is managed using a mix of fixed and floating financial instruments. The effective interest rate expenditure to interest rate financial instruments is as follows:

	Weighted Average Effective Interest Rate			
	2024	2023	2024	2023
	%	%	\$	\$
Floating rate instruments				
Cash and cash equivalents	0.03	0.74	3,750,342	3,229,802
Investments	-	5.00	-	500,000
Fixed rate instruments				
Borrowings	5.00	-	3,012,500	-

ii. Foreign exchange risk

The Division is not exposed to direct fluctuations in foreign currencies.

iii. Price risk

The Division is not exposed to any material commodity price risk.

iv. Interest rate risk

The Branch has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on the current year results and equity which could result from a change in this risk.

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 14 Financial Instruments (Continued)

(c) Market Risk (Continued)

v. Sensitivity Analysis

The following table illustrates sensitivities to the Division's exposures to changes in interest rates and equity prices. The table indicates the impact of how profit and equity values reported at the end of the reporting period 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.

	Profit	Equity
	\$	\$
<i>Interest rates</i>		
Year ended 31 December 2024		
+1% in interest rates	37,503	37,503
-1% in interest rates	(1,024)	(1,024)
Year ended 31 December 2023		
+1% in interest rates	32,298	32,298
-1% in interest rates	(23,955)	(23,955)

No sensitivity analysis has been performed on foreign exchange risk as the Division has no material direct exposures to currency risk. There have been no changes in any of the assumptions used to prepare the above sensitivity analysis from the prior year. There have been no changes in any of the assumptions used to prepare the above sensitivity analysis from the prior year.

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 15 Fair Value Measurement

Fair Values

Fair value estimation

The fair values of financial assets and liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair value is the amount at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties at an arm's length transaction.

Fair value may be based on information that is estimated or subject to judgment, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgement and the assumptions have been detailed below. Where possible, valuation information used to calculate fair values is extracted from the market, with more reliable information available from markets that are actively traded.

In this regard, fair values for listed securities are obtained from quoted market bid prices. Where securities are unlisted and no market quotes are available, fair value is obtained using discounted cash flow analysis and other valuation techniques commonly used by market participants.

Differences between fair values and carrying amounts of financial instruments with fixed interest rates are due to the change in discount rates being applied by the market since their initial recognition by the Division. Most of these instruments, which are carried at amortised cost (i.e. accounts receivable), are to be held until maturity and therefore the fair value figures calculated bear little relevance to the Division.

The following table contains the carrying amounts and related fair values for the Division's financial assets and liabilities:

	Footnote	2024		2023	
		Carrying value	Fair value	Carrying value	Fair value
		\$	\$	\$	\$
Financial assets					
Cash and cash equivalents	(i)	3,750,342	3,750,342	3,229,802	3,229,802
Accounts receivable and other debtors	(i)	595,983	595,983	1,072,856	1,072,856
Total financial assets		4,346,325	4,346,325	4,302,658	4,302,658
Financial liabilities					
Trade payables	(i)	387,605	387,605	206,757	206,757
Other payables	(i)	333,127	333,127	389,818	389,818
Borrowings	(i)	3,012,500	3,012,500	-	-
Total financial liabilities		3,733,232	3,733,232	596,575	596,575

The fair values disclosed in the above table have been determined based on the following methodologies:

- (i) Cash and cash equivalents, accounts receivable and other debtors, accounts payable and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave, which is outside the scope of AASB 139. Borrowings are carried at amortised cost using the effective interest method.

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 15 Fair Value Measurement (Continued)

Fair Value Hierarchy

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

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.

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

Note 15 Fair Value Measurement (Continued)

Fair Value Hierarchy (Continued)

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.

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

Fair value hierarchy – 31 December 2024

	Note	Date of Valuation	Level 1	Level 2	Level 3
			\$	\$	\$
Assets measured at fair value					
Land and buildings – 30 -40 Harcourt Parade Rosebery NSW	6A	20/12/22	-	2,200,000	-
Total			-	2,200,000	-

The Division does not have any other assets or liabilities that are recorded using a fair value technique.

Fair value hierarchy – 31 December 2023

	Note	Date of Valuation	Level 1	Level 2	Level 3
			\$	\$	\$
Assets measured at fair value					
Land and buildings - 30 -40 Harcourt Parade Rosebery NSW	6A	20/12/22	-	2,200,000	-
Total			-	2,200,000	-

The Division does not have any assets or liabilities that are recorded using a fair value technique.

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

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

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

Information to be provided to members or Commission:

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

Note 17 Division Details

The registered office of the Division is:

CEPU – Electrical Division
Suite 408, Level 4
30 – 40 Harcourt Parade
ROSEBERY NSW 2018

Note 18 Segment Information

The Division operates solely in one reporting business segment being the provision of trade union services.

The Division operates from one reportable geographical segment being Australia.

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA – ELECTRICAL, ENERGY AND SERVICES DIVISION

OFFICER DECLARATION STATEMENT

I Michael Wright, being the Divisional Secretary of the Communications, Electrical, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Electrical, Energy and Services Division, declare that the following did not occur during the reporting period ended 31 December 2024:

The reporting unit did not:

- Agree to receive financial support from another reporting unit to continue as a going concern (refer to agreement regarding financial support not dollar amounts)
- Agree to provide financial support to another reporting unit to ensure they continued as a going concern (refer to agreement regarding financial support not dollar amounts)
- Acquired 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 of revocation by the General Manager, Fair Work Commission
- Receive periodic or membership subscriptions
- Receive revenue via compulsory levies
- Receive revenue from undertaking recovery of wages activity.
- Incur fees as consideration for employers making payroll deductions of membership subscriptions
- Pay a grant that was \$1,000 or less
- Pay a grant that exceeds \$1,000
- Pay separation and redundancy to holders of office
- Pay other employee expenses to holders of office
- Pay separation and redundancy to employees (other than holders of office)
- Pay other employee expenses to employees (other than holders of office)
- Pay a penalty imposed under the RO Act or the *Fair Work Act 2009*
- Have a payable with other reporting unit(s)
- Have a payable to an employer for that employer making payroll deductions of membership subscriptions
- Have a payable in respect of legal costs relating to other legal matters
- Have a separation and redundancy provision in respect of holders of office
- Have a separation and redundancy provision in respect of employees (other than holders of office)
- Have a fund of 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



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Michael Wright

Divisional Secretary

31 March 2025