INDEPENDENT EDUCATION UNION OF AUSTRALIA

ABN 44 401 438 657

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

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INDEPENDENT EDUCATION UNION OF AUSTRALIA

COMMITTEE OF MANAGEMENT'S OPERATING REPORT

FOR THE YEAR ENDED 31 DECEMBER 2025

Operating Report

The Committee of Management presents its report on the operation of Independent Education Union of Australia (the Union) for the financial year ended 31 December 2025.

Principal Activities

The principal activity of the Union included:

1. Support and advice to Unionist regarding political, industrial, legal and professional agendas. Ensuring ongoing advice to them on the Federal Government's industrial legislation.

2. Representation of the industrial and professional interests of the members in a broad range of federal spheres. This includes the ACTU and its committees; participation in forums on educational and professional issues of relevance to IEU members; representation to Government Ministers and Shadow Ministers on government policies relevant to the professional and industrial interests of our members; representation of the Union's interests at the Fair Work Commission in relation to rules matters and the defence of members' industrial rights in industrial disputes.

3. Submissions to national inquiries on school funding, educational, industrial and human rights issues relevant to the membership and the broader community. Appearance before such inquiries on behalf of the Union and its membership and participation in the public debate on these matters.

4. Research in relevant areas of public policy such as the funding of schooling, industrial, legal and constitutional matters, educational issues, and human rights concerns to inform our own policy development. Oversight of the comparative salaries and conditions of various categories of staff in non-government schools across the jurisdictions. Monitoring of Fair Work decisions and decisions from other jurisdictions.

5. Protection and carriage of the Union's Rules.

6. Negotiation and prosecution of claims for improved salaries and conditions for workers on Federal Awards through Fair Pay Commission processes.

There have been no changes in the principal activities of the Union during the year.

Operating Result

The surplus for the financial year amounted to $49,418.

Significant Changes in Financial Affairs

There were no significant changes to the financial affairs of the Union 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 Union, the results of those operations or the state of affairs of the Union in future financial years.

Members Right to Resign

In accordance with Rule 21 of the Independent Education Union of Australia, a member may resign from membership by written notice addressed and delivered to the relevant Union Secretary.

Members of the Committee of Management

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

Name	Position	Period
Carol Matthews	President	01/01/25 – 31/12/25
Terry Burke	Deputy President	01/01/25 – 31/12/25
David Brear	Vice-President	01/01/25 – 31/12/25
Rebecca Collopy	Vice President	01/01/25 – 31/12/25
Tim Oosterbaan	Executive Member	01/01/25 – 31/12/25
David Towson	Executive Member	01/01/25 – 31/12/25
Bradley Hayes	Federal Secretary	01/01/25 – 31/12/25
Anthony Odgers	Assistant Federal Secretary	01/01/25 – 31/12/25
Veronica Yewdall	Assistant Federal Secretary	01/01/25 – 31/12/25

Membership of the Union

Total number of members as at 31 December 2025: 71,523.

Employees of the Union

The number of persons who were, at the end of the period to which the report relates, employees of the Union, where the number of employees includes both full-time and part-time employees measured on a full-time equivalent basis is 4.54.

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

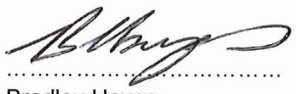
The following officers/ members or employees of the organisation are Directors of companies that are trustees of superannuation funds where a criterion for the officer of member being the trustee or director is that the officer or member is an officer or member of a registered organisation:

Name	Position	Superannuation Fund
Terry Burke	IEU Federal Council Member + Qld/ NT Branch Secretary	Director of NGS Super Pty, the Corporate Trustee of NGS Super
David Brear	IEU Federal Council Member + IEU VIC/ TAS Branch Secretary	Director of NGS Super Pty, the Corporate Trustee of NGS Super
Carol Matthews	IEU Federal Council Member + IEU NSW/ ACT Branch Secretary	Director of NGS Super Pty, the Corporate Trustee of NGS Super

Auditor's Independence Declaration

A copy of the auditor's independence declaration is set out on page 6.

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:



Bradley Hayes

Federal Secretary

Melbourne
30 April 2026

Carol Matthews

President

Melbourne
30 April 2026

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AUDITOR'S INDEPENDENCE DECLARATION
TO THE COMMITTEE OF MANAGEMENT OF

INDEPENDENT EDUCATION UNION OF AUSTRALIA

As the lead auditor for the audit of Independent Education Union of Australia for the year ended 31 December 2025; 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

G I Kent

Director – Audit & Assurance

Brisbane
30 April 2026

Registration number (as registered by the General Manager under the RO Act): AA2017/2

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INDEPENDENT EDUCATION UNION OF AUSTRALIA

COMMITTEE OF MANAGEMENT STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2025

On 30 April 2026, the Committee of Management of the Union passed the following resolution to the General Purpose Financial statements (GPFR) of the reporting unit for the financial year ended 31 December 2025.

The Committee of Management declares that in its opinion:

(a) the financial statements and notes comply with the Australian Accounting Standards;

(b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines 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 Union for the financial year to which they relate;

(d) there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and

(e) during the financial 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 the rules of the Union concerned; and

ii. the financial affairs of the Union have been managed in accordance with the rules of the organisation;

iii. the financial records of the Union 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. there have been no orders for inspection of financial records made by the Fair Work Commission under section 273 of the RO Act during the year.

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

Name of Designated Officer: Bradley Hayes

Title of Designated Officer: Federal Secretary

Signature: .....

Date: 30 April 2026

accountants + auditors

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Independent Audit Report to the Members of the Independent Education Union of Australia

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of the Independent Education Union of Australia (the Union), which comprises the statement of financial position as at 31 December 2025, 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 significant accounting policies; 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 Independent Education Union of Australia as at 31 December 2025, 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 management's use of the going concern basis in the preparation of the financial statements of the Union 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 Union in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to 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.

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Responsibilities of Committee of Management for the Financial Report

The Committee of Management of the Union is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the 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 Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Committee of Management either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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 Union'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 Union'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 Union 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 Union to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Union'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 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 I identify during my audit.

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

I declare that I am an auditor registered under the RO Act.

MGI Audit Pty Ltd

G I Kent

Director – Audit & Assurance

Brisbane
30 April 2026

Registration number (as registered by the General Manager under the RO Act): AA2017/2

INDEPENDENT EDUCATION UNION OF AUSTRALIA

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	2025 $	2024 $
Revenue from contracts with customers	3		
Capitation fees	3A	**2,091,957**	2,175,442
Total revenue from contracts with customers		**2,091,957**	2,175,442
Other income			
Interest income	3B	**12,463**	10,366
Total other income		**12,463**	10,366
Total revenue		**2,104,420**	2,185,808
Expenses			
Employee expenses	4A	**(894,830)**	(1,024,756)
Affiliation fees	4B	**(745,158)**	(721,837)
Administration expenses	4C	**(367,184)**	(224,990)
Depreciation	4D	**(1,571)**	(3,552)
Grants or donations	4E	**(25,000)**	(15,000)
Legal costs	4F	**(10,473)**	(5,577)
Audit and accounting fees	12	**(10,786)**	(10,705)
Total expenses		**(2,055,002)**	(2,006,417)
Surplus for the year		**49,418**	179,391
Other comprehensive income (net of income tax)		**-**	-
Total comprehensive income for the year		**49,418**	179,391

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

INDEPENDENT EDUCATION UNION OF AUSTRALIA

STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2025

	Notes	2025 $	2024 $
ASSETS			
Current Assets			
Cash and cash equivalents	5A	**974,377**	1,112,791
Trade and other receivables	5B	**14,300**	14,167
Other current assets	5C	**17,927**	7,529
Total current assets		**1,006,604**	1,134,487
Non-Current Assets			
Office equipment	6A	**5,025**	7,819
Total non-current assets		**5,025**	7,819
Total assets		**1,011,629**	1,142,306
LIABILITIES			
Current Liabilities			
Trade payables	7A	**21,481**	18,433
Other payables	7B	**66,224**	68,397
Employee provisions	8A	**419,146**	602,663
Total current liabilities		**506,851**	689,493
Non-Current Liabilities			
Employee provisions	8A	**18,285**	15,738
Total non-current liabilities		**18,285**	15,738
Total liabilities		**525,136**	705,231
Net assets		**486,493**	437,075
EQUITY			
Retained earnings		**486,493**	437,075
Total equity		**486,493**	437,075

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

INDEPENDENT EDUCATION UNION OF AUSTRALIA

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Retained earnings	Total equity
		$	$
Balance as at 1 January 2024		257,684	257,684
Surplus for the year		179,391	179,391
Other comprehensive income		-	-
Closing balance as at 31 December 2024		437,075	437,075
Surplus for the year		**49,418**	**49,418**
Other comprehensive income		**-**	**-**
Closing balance as at 31 December 2025		**486,493**	**486,493**

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

INDEPENDENT EDUCATION UNION OF AUSTRALIA

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	2025 $	2024 $
OPERATING ACTIVITIES			
Cash received			
Receipts from other reporting units	9B	**2,350,824**	2,437,311
Interest		**12,463**	10,366
		2,363,287	2,447,677
Cash used			
Employees and suppliers		**(2,269,402)**	(2,162,493)
Payments to other reporting units	9B	**(233,522)**	(80,781)
		(2,502,924)	(2,243,274)
Net cash (used in)/ provided by operating activities		**(139,637)**	204,403
INVESTING ACTIVITIES			
Payments for property, plant and equipment		**-**	(2,147)
Proceeds on the sale of property, plant and equipment		**1,223**	
Net cash used in investing activities		**1,223**	(2,147)
FINANCING ACTIVITIES		**-**	-
Net cash used in financing activities		**-**	-
Net (decrease)/ increase in cash held		**(138,414)**	202,256
Cash & cash equivalents at the beginning of the reporting period		**1,112,791**	910,535
Cash & cash equivalents at the end of the reporting period	9A	**974,377**	1,112,791

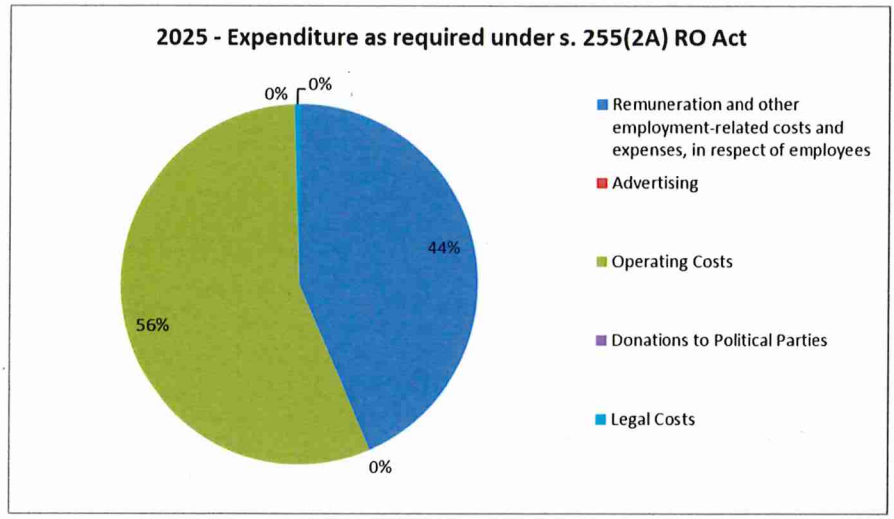
The above statement should be read in conjunction with the notes.

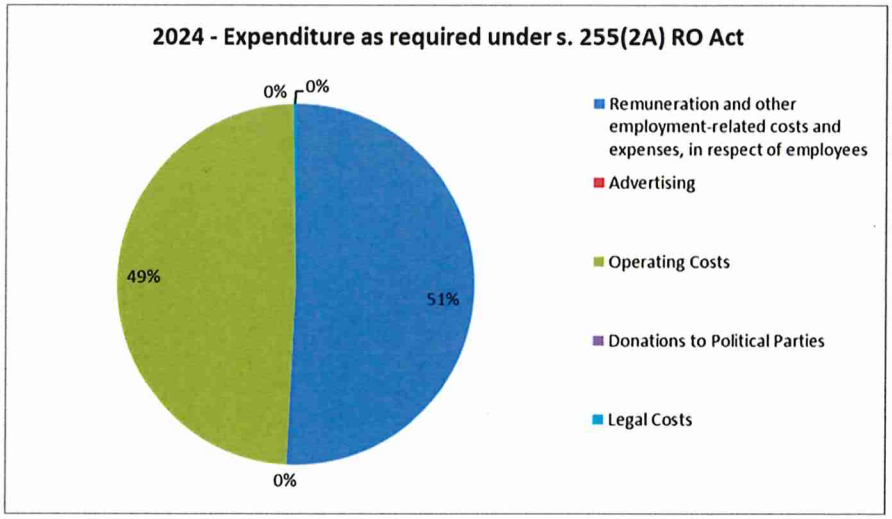
INDEPENDENT EDUCATION UNION OF AUSTRALIA

REPORT REQUIRED UNDER SUBSECTION 255(2A) OF THE FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

FOR THE YEAR ENDED 31 DECEMBER 2025

The Committee of Management presents the expenditure report as required under subsection 255(2A) on the Union for the year ended 31 December 2025:





Bradley Hayes

Federal Secretary

Melbourne
30 April 2026

INDEPENDENT EDUCATION UNION OF AUSTRALIA

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

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Note 17	Segment information

Note 1 Summary of significant 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 Independent Education Union of Australia (the Union) is a not-for-profit entity.

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

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 Union assesses impairment at each reporting period by evaluation of conditions and events specific to the Union 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.

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

Note 1 Summary of significant accounting policies (Continued)

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 2025 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 Union.

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 Union's financial statements.

1.5 Revenue

The Union 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 Union has a contract with a customer, the Union recognises revenue when or as it transfers control of goods or services to the customer. The Union 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.

Note 1 Summary of significant accounting policies (Continued)

1.5 Revenue (Continued)

Capitation fees

Where the Union arrangement with a Branch or another reporting unit meets the criteria to be a contract with a customer, the Union recognises the capitation fees promised under that arrangement when or as it transfers the services as listed in the Rules of the Union. 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 Union in the Union as required.

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

Levies

Levies paid by a member (or other party) in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Union transfers the services as listed in the Rules of the Union. Levies are only raised for a specific purpose (for example a campaign or to assist the funding of the federal office) and therefore revenue is recognised when this specific event occurs.

In circumstances where the criteria for a contract with a customer are not met, the Union will recognise levies as income upon receipt.

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

Consideration is received by the Union to enable the entity to further its objectives. The Union recognises each of these amounts of consideration as income when the consideration is received (which is when the Union 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 Union's recognition of the cash contribution does not give to any related liabilities.

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.

Note 1 Summary of significant accounting policies (Continued)

1.5 Revenue (Continued)

Interest income

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

1.6 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.

1.7 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.

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.

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'.

Note 1 Summary of significant accounting policies (Continued)

1.8 Leases (Continued)

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.

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.

Note 1 Summary of significant accounting policies (Continued)

1.8 Leases (Continued)

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.

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.

Note 1 Summary of significant accounting policies (Continued)

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

Contract assets and receivables
A contract asset is recognised when the Union's right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on the Union's future performance or some other condition.

A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e., only the passage of time is required before payment of the consideration is due).

Contract assets and receivables are subject to impairment assessment. Refer to accounting policies on impairment of financial assets below.

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.

Note 1 Summary of significant 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.

Note 1 Summary of significant accounting policies (Continued)

1.10 Financial assets (continued)

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.

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

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.

Note 1 Summary of significant accounting policies (Continued)

1.10 Financial assets (continued)

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.

(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).

Note 1 Summary of significant accounting policies (Continued)

1.10 Financial assets (continued)

(i) Debt instruments other than trade receivables (continued)
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

Initial recognition and measurement
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.

The Union's financial liabilities include trade and other payables.

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.

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.

Note 1 Summary of significant accounting policies (Continued)

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.

1.14 Plant and Equipment

Asset Recognition Threshold

Purchases of 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.

Plant and Equipment

Plant and equipment are measured on the cost basis and therefore carried at cost less accumulated depreciation and any impairment losses in the event that the carrying amount of the land and buildings are greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated reversible amount and impairment losses are recognised either in profit or loss.

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.

Note 1 Summary of significant accounting policies (Continued)

1.14 Plant and Equipment (continued)

Depreciation (continued)

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

	2025	2024
Office equipment	3 -5 years	3- 5 years

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.

1.15 Impairment of non-financial assets

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

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

1.16 Taxation

The Union 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.

Note 1 Summary of significant accounting policies (Continued)

1.17 Fair value measurement

The Union 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 Union. 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 Union 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 Union 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.

Note 2 Events after the reporting period

There were no events that occurred after 31 December 2025, and/or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Union.

Note 3 Revenue and income

Disaggregation of revenue from contracts with customers
A disaggregation of the Union'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.

	2025	2024
	$	$
Type of Customer		
Other reporting units	**2,091,957**	2,175,442
Total revenue from contracts with customers	**2,091,957**	2,175,442

Note 3A: Capitation Fees

Capitation fees		
Independent Education Union of Australia – Queensland and Northern Territory Branch (IEUA QLD/ NT)	**346,324**	347,990
Independent Education Union of Australia – New South Wales and Australian Capital Territory Branch (IEUA NSW/ ACT)	**665,640**	667,396
Independent Education Union of Australia – Victoria/ Tasmania Branch (IEUA VIC/ TAS)	**424,385**	459,771
Independent Education Union of Australia – South Australia Branch (IEUA SA)	**69,149**	68,327
Independent Education Union of Australia – Western Australia Branch (IEUA WA)	**84,441**	83,108
	1,589,939	1,626,592
ACTU affiliation fees		
IEUA QLD/ NT Branch	**109,350**	117,420
IEUA NSW/ ACT Branch	**210,173**	225,195
IEUA VIC/ TAS Branch	**133,998**	155,137
IEUA SA Branch	**21,834**	23,055
IEUA WA Branch	**26,663**	28,043
	502,018	548,850
Total capitation fees	**2,091,957**	2,175,442

Note 3 Revenue and income (Continued)

	2025	2024
	$	$
Note 3B: Interest income		
Interest income on deposits	**12,463**	10,366
Total interest	**12,463**	10,366

Note 4 Expenses

Note 4A: Employee expenses		
Holders of office:		
Wages and salaries	**433,514**	568,034
Superannuation	**111,028**	106,808
Leave and other entitlements	**133,431**	129,333
Subtotal employee expenses holders of office	**677,973**	804,175
Employees other than office holders:		
Wages and salaries	**91,881**	103,183
Superannuation	**28,961**	27,359
Leave and other entitlements	**35,129**	46,598
Subtotal employee expenses employees other than office holders	**155,971**	177,140
Other employment costs		
Payroll tax	**60,886**	43,441
Subtotal other employment costs	**60,886**	43,441
Total employee expenses	**894,830**	1,024,756
Note 4B: Affiliation Fees		
Australian Council of Trade Unions	**504,911**	494,877
The Council of Pacific Education	**20,000**	20,000
International – Education International	**213,085**	200,693
Australian People for Health Education & Development Abroad	**7,162**	6,267
Total affiliation fees	**745,158**	721,837

	2025	2024
	$	$
Note 4C: Administration expenses		
Conference and meeting expenses	**74,924**	56,584
Occupancy/ property expenses	**46,203**	45,120
Communication and website expenses	**25,327**	23,370
Office expenses	**15,356**	20,662
Travel expenses	**41,114**	62,142
Contractors/ consultants	**128,620**	-
Other expenses	**35,640**	17,112
Total administration expenses	**367,184**	224,990
Note 4D: Depreciation		
Depreciation		
Office equipment	**1,571**	3,552
Total depreciation	**1,571**	3,552
Note 4E: Grants or donations		
Donations:		
Total paid that exceeded $1,000	**25,000**	15,000
Total grants or donations	**25,000**	15,000
Note 4F: Legal costs		
Legal costs:		
- Litigation	**10,473**	5,577
Total legal costs	**10,473**	5,577

	2025	2024
	$	$
Note 5 Current Assets		
Note 5A: Cash and Cash Equivalents		
Cash at bank	**974,177**	1,112,591
Short term deposits	**-**	-
Cash on hand	**200**	200
Total cash and cash equivalents	**974,377**	1,112,791
Note 5B: Trade and Other Receivables		
Receivables from other reporting units:		
IEUA NSW/ ACT Branch	**5,613**	5,480
Subtotal receivables from other reporting units	**5,613**	5,480
Other receivables:		
Other	**8,687**	8,687
Subtotal other receivables	**8,687**	8,687
Total trade and other receivables (net)	**14,300**	14,167
Note 5C: Other current assets		
Prepayments	**17,927**	7,529
Total other current assets	**17,927**	7,529

	2025	2024
	$	$
Note 6 Non-current Assets		
Note 6A: Office Equipment		
Office equipment:		
at cost	**14,754**	14,754
accumulated depreciation/ amortisation	**(9,729)**	(6,935)
Total office equipment	**5,025**	7,819

Reconciliation of Opening and Closing Balances of Office Equipment

As at 1 January		
Gross book value	**14,754**	12,607
Accumulated depreciation and impairment	**(6,935)**	(3,383)
Net book value 1 January	**7,819**	9,224
Additions:		
By purchase	**-**	2,147
Depreciation expense	**(1,571)**	(3,552)
Disposals:		
By sale	**(1,223)**	-
Net book value 31 December	**5,025**	7,819
Net book value as of 31 December represented by:		
Gross book value	**14,754**	14,754
Accumulated depreciation and impairment	**(9,729)**	(6,935)
Net book value 31 December	**5,025**	7,819

	2025 $	2024 $
Note 7 Current Liabilities		
Note 7A: Trade payables		
Trade creditors and accruals	**19,027**	18,433
Subtotal trade creditors	**19,027**	18,433
Payables to other reporting units:		
IEUA NSW/ ACT Branch	**2,454**	-
Total payables to other reporting units	**2,454**	-
Total trade payables	**21,481**	18,433

Settlement is usually made within 30 days.

Note 7B: Other payables		
Legal costs		
Litigation	-	1,135
Superannuation	**12,321**	9,429
PAYG	**25,081**	23,652
GST payable	**28,822**	34,181
Total other payables	**66,224**	68,397
Total other payables are expected to be settled in:		
No more than 12 months	**66,224**	68,397
More than 12 months	-	-
Total other payables	**66,224**	68,397

	2025 $	2024 $
Note 8 Provisions		
Note 8A: Employee Provisions		
Office Holders:		
Annual leave	**159,575**	191,399
Long service leave	**239,165**	392,669
Subtotal employee provisions—office holders	**398,740**	584,068
Employees other than office holders:		
Annual leave	**20,406**	18,595
Long service leave	**18,285**	15,738
Subtotal employee provisions—employees other than office holders	**38,691**	34,333
Total employee provisions	**437,431**	618,401
Current	**419,146**	602,663
Non-Current	**18,285**	15,738
Total employee provisions	**437,431**	618,401

	2025 $	2024 $
Note 9 Cash Flow		
Note 9A: 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	**974,377**	1,112,791
Statement of financial position	**974,377**	1,112,791
Difference	**-**	-
Reconciliation of surplus to net cash from operating activities:		
Surplus for the year	**49,418**	179,391
Adjustments for non-cash items		
Depreciation	**1,571**	3,552
Changes in assets/ liabilities		
(Increase)/ decrease in net receivables	**(133)**	(5,480)
(Increase)/ decrease in other current assets	**(10,398)**	14,617
Increase/ (decrease) in trade and other payables	**875**	4,421
Increase/ (decrease) in employee provisions	**(180,970)**	7,902
Net cash (used in)/ provided by operating activities	**(139,637)**	204,403
Note 9B: Cash flow information		
Cash inflows from other reporting units		
IEUA QLD/ NT	**501,241**	511,951
IEUA NSW/ ACT	**1,014,602**	1,025,213
IEUA VIC/ TAS	**614,222**	676,977
IEUA SA	**100,081**	100,905
IEUA WA	**122,214**	122,265
Total cash inflows	**2,352,360**	2,437,311
Cash outflows to other reporting units		
IEUA QLD/ NT	**(14,795)**	(15,505)
IEUA NSW/ ACT	**(76,711)**	(53,053)
IEUA VIC/ TAS	**(140,859)**	(12,223)
IEUA SA	**(1,157)**	-
Total cash outflows	**(233,522)**	(80,781)

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

Note 9C: Credit standby arrangements and loan facilities

The Union has a credit card facility with the Commonwealth Bank of Australia amounting to $32,000 (2024: $32,000). The balance of this facility is cleared monthly and interest rates are variable.

	2025	2024
	$	$
Note 9D: Net debt reconciliation		
Cash and cash equivalents	**974,377**	1,112,791
Borrowings – repayable within one year	**-**	-
Borrowings – repayable after one year	**-**	-
Net debt	**974,377**	1,112,791

Note 9E: 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 2024	910,535	-	-	910,535
Cash flows	202,256	-	-	202,256
Net debt at 31 December 2024	1,112,791	-	-	1,112,791
Cash flows	**(138,414)**	-	-	**(138,414)**
Net debt at 31 December 2025	**974,377**	-	-	**974,377**

Note 10 Contingent Liabilities, Assets and Commitments

Note 10A: Commitments and Contingencies

Capital commitments

At 31 December 2025 the Union did not have any capital commitments (2024: Nil).

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

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

Note 11 Related Party Disclosures

Note 11A: Related Party Transactions for the Reporting Period

For financial reporting purposes, under the *Fair Work (Registered Organisations) Act 2009*, the Independent Education Union of Australia is divided into the following separate reporting units (and deemed related parties):

Independent Education Union of Australia – Queensland and Northern Territory Branch (IEUA QLD/ NT)
Independent Education Union of Australia – New South Wales/ Australian Capital Territory Union (IEUA – NSW/ ACT)
Independent Education Union of Australia – Victoria/ Tasmania Union (IEUA – VIC/ TAS)
Independent Education Union of Australia – South Australia Union (IEUA – SA)
Independent Education Union of Australia – Western Australia Union (IEUA – WA)

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

	2025	2024
	$	$
Revenues received from IEUA – QLD/ NT Branch includes the following:		
Capitation fees	**346,323**	347,990
ACTU affiliation fees	**109,350**	117,420
Expenses paid to the IEUA QLD/ NT Branch includes the following:		
Payroll tax contribution	**14,302**	14,255
Mental health levy	**493**	-
Revenues received from IEUA – NSW/ ACT Branch includes the following:		
Capitation fees	**665,640**	667,396
ACTU affiliation fees	**210,173**	225,195
Payroll tax contribution	**51,341**	47,405
Postage and courier fees	**-**	781
Reimbursement of meeting expenses	**-**	525

Note 11 Related Party Disclosures (Continued)

Note 11A: Related Party Transactions for the Reporting Period (Continued)

	2025	2024
	$	$
Expenses paid to IEUA – NSW/ ACT Branch includes the following:		
Occupancy/ property expenses	**50,823**	45,120
Payroll tax contribution	**28,422**	2,219
Travel expenses	**-**	100
Amounts owed by IEUA – NSW/ ACT Branch includes the following:		
Payroll tax contribution	**5,613**	5,480
Amounts owed to IEUA – NSW/ ACT Branch includes the following:		
Payroll tax contribution	**2,534**	-
Revenues received from IEUA – VIC/ TAS Branch includes the following:		
Capitation fees	**424,385**	459,771
ACTU affiliation fees	**133,998**	155,137
Reimbursement of meeting expenses	**-**	525
Expenses paid to the IEUA VIC/ TAS Branch includes the following:		
Payroll tax contribution	**12,239**	12,224
Staff secondment	**128,620**	-
Revenues received from IEUA – SA Branch includes the following:		
Capitation fees	**69,149**	68,327
ACTU affiliation fees	**21,834**	23,055
Reimbursement of meeting expenses	**-**	350
Expenses paid to IEUA – SA Branch includes the following:		
Meeting cost reimbursement	**1,052**	-

Note 11 Related Party Disclosures (Continued)

Note 11A: Related Party Transactions for the Reporting Period (Continued)

	2025	2024
	$	$
Revenues received from IEUA – WA Branch includes the following:		
Capitation fees	**84,441**	83,108
ACTU affiliation fees	**26,663**	28,043

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 2025, the Union has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2024: 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.

Note 11 Related Party Disclosures (Continued)

Note 11B: Key Management Personnel Remuneration for the Reporting Period

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

- Brad Hayes (Federal Secretary)
- Anthony Odgers (Assistant Federal Secretary)
- Veronica Yewdall (Assistant Federal Secretary)
- All remaining members of the Committee of Management.

	2025	2024
	$	$
Short-term employee benefits		
Salary (including annual leave)	**542,986**	674,174
Total short-term employee benefits	**542,986**	674,174
Post-employment benefits:		
Superannuation	**111,028**	106,808
Total post-employment benefits	**111,028**	106,808
Other long-term benefits:		
Long-service leave	**23,959**	23,193
Total other long-term benefits	**23,959**	23,193
Termination benefits		-
Total termination benefits	**-**	-
Total Remuneration of Key Management Personnel	**677,973**	804,175

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.

	2025 $	2024 $
Note 12 Remuneration of Auditors		
Value of the services provided		
Financial statement audit services	**9,750**	9,750
Other services	**1,036**	955
Total remuneration of auditors	**10,786**	10,705

Note 13 Financial Instruments

Financial Risk Management Policy
The Union Committee of Management monitors the Union'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 Union Committee of Management meets on a regular basis to review the financial exposure of the Union.

(a) Credit Risk
Exposure to credit risk relating to financial assets arise from the potential non-performance by counterparties of contract obligations that could lead to a financial loss of the Union. The Union does not have any material credit risk exposures as its major source of revenue is the receipt of membership fees.

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 Union 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 Union.

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

The following table details the Union'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 Union 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 Union.

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

Note 13 Financial Instruments (Continued)

Ageing of financial assets that were past due but not impaired for 2025

	Within Trading Terms	0 to 30 days	31 to 60 days	61 to 90 days	90+ days	Total
	$	$	$	$	$	$
Trade and other receivables	**8,687**	-	-	-	-	**8,687**
Receivables from other reporting units	**5,613**	-	-	-	-	**5,613**
Total	**14,300**	-	-	-	-	**14,300**

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	8,687	-	-	-	-	8,687
Receivables from other reporting units	5,480	-	-	-	-	5,480
Total	14,167	-	-	-	-	14,167

The Union 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 2025, all funds were held by financial institutions backed by the Commonwealth Government's bank guarantee.

Collateral held as security

The Union does not hold collateral with respect to its receivables at 31 December 2025 (2024: Nil).

Note 13 Financial Instruments (Continued)

(b) Liquidity Risk

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

- preparing forward 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 Union 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	
	2025	2024	**2025**	2024	**2025**	2024	**2025**	2024
	$	$	**$**	$	**$**	$	**$**	$
Financial liabilities due for payment								
Trade payables	**21,481**	18,433	-	-	-	-	**21,481**	18,433
Other payables	**66,224**	68,397	-	-	-	-	**66,224**	68,397
Total expected outflows	**87,705**	86,830	-	-	-	-	**87,705**	86,830

Note 13 Financial Instruments (Continued)

(b) Liquidity Risk (continued)

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2025	2024	**2025**	2024	**2025**	2024	**2025**	2024
	$	$	**$**	$	**$**	$	**$**	$
Financial assets – cash flow receivable								
Cash and cash equivalents	**974,377**	1,112,791	**-**	-	**-**	-	**974,377**	1,112,791
Trade and other receivables	**14,300**	14,167	**-**	-	**-**	-	**14,300**	14,167
Total anticipated inflows	**988,677**	1,126,958	**-**	-	**-**	-	**988,677**	1,126,958
Net inflow/ (outflow) on financial instruments	**900,973**	1,040,128	**-**	-	**-**	-	**900,973**	1,040,128

Note 13 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 Union 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			
	2025	2024	**2025**	2024
	%	%	**$**	$
Floating rate instruments				
Cash and cash equivalents	**1.42**	1.21	**974,377**	1,112,791

ii. Foreign exchange risk
The Union is not exposed to direct fluctuations in foreign currencies.

iii. Price risk
The Union is no exposed to any material commodity price risk.

iv. Interest rate risk
The Union 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.

v. Sensitivity Analysis
The following table illustrates sensitivities to the Union'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.

Interest rates	**Profit** **$**	**Equity** **$**
Year ended 31 December 2025		
+2% in interest rates	**19,492**	**19,492**
-2% in interest rates	**(8,537)**	**(8,537)**
Year ended 31 December 2024		
+2% in interest rates	22,260	22,260
-2% in interest rates	(8,304)	(8,304)

No sensitivity analysis has been performed on foreign exchange risk as the Union 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.

Note 14 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 Union. 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 Union.

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

	Footnote	2025 Carrying value	2025 Fair value	2024 Carrying value	2024 Fair value
		$	$	$	$
Financial assets					
Cash and cash equivalents	(i)	**974,377**	**974,377**	1,112,791	1,112,791
Trade and other receivables	(i)	**14,300**	**14,300**	14,167	14,167
Total financial assets		**988,677**	**988,677**	1,126,958	1,126,958
Financial liabilities					
Trade payables	(i)	**21,481**	**21,481**	18,433	18,433
Other payables	(i)	**66,224**	**66,224**	68,397	68,397
Total financial liabilities		**87,705**	**87,705**	86,830	86,830

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 and 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.

Note 14 Fair Value Measurement (Continued)

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

(ii) Cash and cash equivalents, accounts receivable and other debtors and 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.

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 of 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 date. 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 Union does not hold any assets or liabilities at 31 December 2025 or 31 December 2024 that are valued using the fair value hierarchy.

Note 15 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 the General Manager:

(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 16 Union Details

The registered office of the Union is:

Unit 11 & Unit 12
3-5 Phipps Close
DEAKIN ACT 2600

Note 17 Segment Information

The Union operates solely in one reporting segment, being the provision of industrial services throughout Australia.

INDEPENDENT EDUCATION UNION OF AUSTRALIA

OFFICER DECLARATION STATEMENT

I Bradley Hayes, being the Federal Secretary of the Independent Education Union of Australia, declare that the following did not occur during the reporting period ended 31 December 2025:

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 donations or grants
- Received revenue from undertaking recovery of wages activity
- Incur fees as consideration for employers making payroll deductions of membership subscriptions
- Pay a capitation fee
- Pay compulsory levies
- Pay a grant that was $1,000 or less
- Pay a grant that exceeds $1,000
- Pay a donation that was $1,000 or less
- Pay separation and redundancy to holders of office
- Pay other employee expenses to holders of office
- Pay other employee expenses (other than holders of office)
- Pay a separation and redundancy to employees (other than holders of office)
- Pay to a person fees or allowances to attend conferences or meetings as a representative of reporting unit.
- Pay legal costs relating to other legal matters
- Pay a penalty imposed under the RO Act or the *Fair Work Act 2009*
- Have a payable to an employer for that employer making payroll deductions of membership subscriptions
- Have a payable in respect of legal costs relating to litigation
- 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 other employee provisions in respect of holders of office
- have a separation and redundancy provision in respect of employees (other than holders of office)
- have other employee provisions 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 Union
- 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

Bradley Hayes

Federal Secretary

30 April 2026