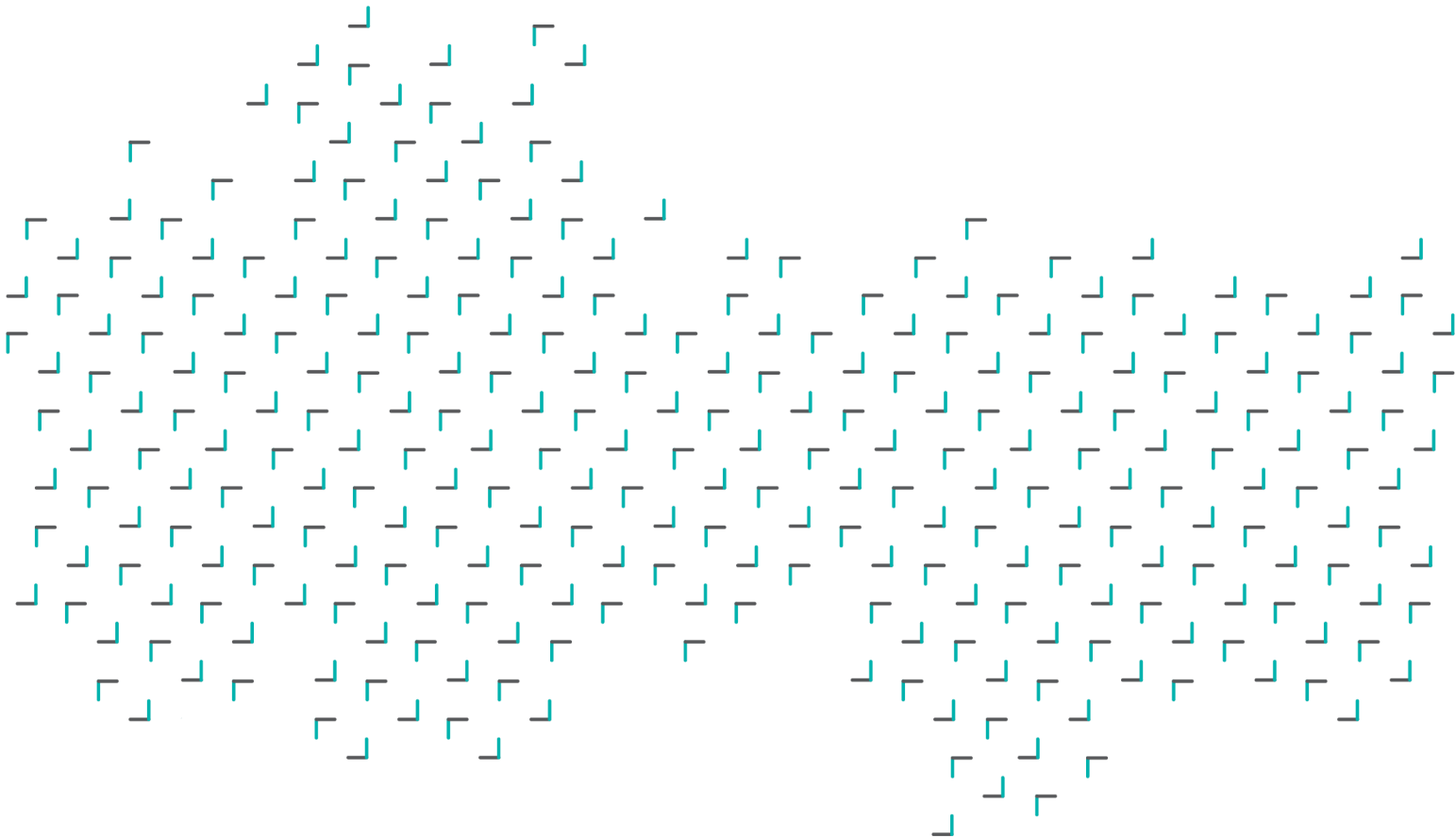


# COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

Financial Statements

30 June 2025



# COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

## OPERATING REPORT

FOR THE PERIOD ENDED 30 JUNE 2025

### Operating Report

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

### Members of Federal Executive

The name of each person who has been a member of the Federal Executive at any time during or since the end of the financial year is as follows:

Name	Position	Details
S. Little	Federal Secretary	
T. Lynch	Federal President	
N. Brown	Federal Vice President - SA	Resigned 18 July 2024
C. Watson	Federal Vice President - SA	Appointed 18 July 2025
S. Little	Federal Vice President - NSW	Resigned 1 July 2024
T. Wright	Federal Vice President - NSW	Appointed 4 July 2025
P. Lillywhite	Federal Vice President - VIC	Resigned 11 July 2025
J. Hanna	Federal Vice President - VIC	Appointed 16 July 2025
R. Hendon	Federal Vice President - WA	Resigned 1 December 2024
M. Bray	Federal Vice President - WA	Appointed 2 December 2024
T. White	Federal Vice President - TAS	
A. Smith	Federal Vice President - WAPOU	
L. Rozaklis	Branch Delegate - SA	
T. Wright	Branch Delegate - NSW	Resigned 1 July 2024
N. Jess	Branch Delegate - NSW	Appointed 4 July 2024
W. Townsend	Branch Delegate - VIC	Resigned 11 July 2025
M. Abrahamson	Branch Delegate - WA	
T. Lynch	Branch Delegate - TAS	
M. Cromb	Branch Delegate - WAPOU	Resigned 6 June 2025

## COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

### OPERATING REPORT

FOR THE PERIOD ENDED 30 JUNE 2025

#### ACTIVITIES OF THE CPSU(SPSF)

The CPSU(SPSF) Branches represent members employed by State government and former government instrumentalities across Australia. The Federal Office represents the interests of members on matters that are national rather than State based. It is responsible for representing State public sector workers in national bodies, peak councils and in international forums.

Our membership is diverse. In the reporting period we have continued to progress training and development for a range of professions including Child Safety, Correctional Officers and non-Correctional staff working in our prisons and justice systems. Work has progressed on the development of a professional learning platform that will provide all members access to relevant training materials to build their skills and further their careers.

We continue to undertake work to modernise our governance rules to support a transparent and accountable organisations.

#### Campaigns And International Activity

Our campaign to address the under resourcing of Child Safety services across the country has continued with a focus on lobbying the Federal government to adopt a coordinating role.

The CPSU has continued active involvement in our Global Trade Union Federation, Public Services International (PSI). Our work with the PSI is aimed at supporting workers delivering public services across the world, with a particular focus on the Oceania region.

We continue to support organisations that contribute to a progressive debate on matters important to our members including the Centre for Corporate Tax Accountability and Research, the Centre of Future Work and Per Capita.

#### Governance and compliance

As a nationally registered entity the Federal Office has a significant role supporting Branches with their governance responsibilities under the Fair Work (Registered Organisations) Act 2009. We oversee national committees responsible for coordinating the timely and accurate provision of information to fulfill our reporting obligations.

#### ACTU

The CPSU (SPSF) is an affiliate of the ACTU and has representation across most of the ACTU's committees including the Executive Committee.

# COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

## OPERATING REPORT

FOR THE PERIOD ENDED 30 JUNE 2025

### Right of Members to Resign

Rule 58 of Chapter C of Federal Rule sets out the terms under which a member of the Branch may resign. A member may resign from membership of the Union by notice in writing, addressed to the Branch Secretary, if the member cease to be eligible to become a member of the Union or the member give notice not less than two weeks before the resignation is to take effect.

### Union Details

#### *Number of employees*

The number of equivalent full-time employees at 30 June 2025 was 2 (2024: 1)

#### *Number of members*

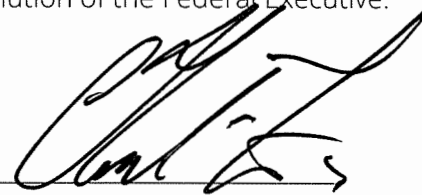
The number of financial members across 6 branches at 30 June 2025 was 80,982 (2024: 78,728).

### Directorships of Superannuation Fund

To the best of our knowledge and belief, no officers or members are superannuation fund trustee(s) or director of a company that is a superannuation fund trustee where being a member or officer of a registered organisation is a criterion for them holding such position.

Signed in accordance with a resolution of the Federal Executive:

Signature of designated officer: \_\_\_\_\_



Name of designated officer: Stewart Little

Title of designated officer: Federal Secretary

Dated: 23 September 2025

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND  
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME  
FOR THE PERIOD ENDED 30 JUNE 2025

	Notes	2025 \$	2024 \$
<b>REVENUE</b>			
Revenue from contracts with customers	4	1,050,650	678,931
Other Revenue		179,313	165,813
<b>TOTAL REVENUE</b>		<b>1,229,963</b>	<b>844,744</b>
<b>EXPENSES</b>			
Administrative and other expenses	6	124,927	279,475
Affiliation and capitation fees	7	67,411	47,484
Campaign and project expenses	8	62,500	72,500
Communication expenses		3,300	4,948
Employee related expenses	9	588,457	363,532
Travel and meeting expenses		175,913	178,118
<b>TOTAL EXPENSES</b>		<b>1,022,508</b>	<b>946,057</b>
<b>SURPLUS/(LOSS) FOR THE YEAR</b>		<b>207,455</b>	<b>(101,313)</b>
<b>OTHER COMPREHENSIVE INCOME</b>			
<b>TOTAL COMPREHENSIVE INCOME/(LOSS) FOR THE YEAR</b>		<b>207,455</b>	<b>(101,313)</b>

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2025

	Notes	2025 \$	2024 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	10	1,261,112	947,599
Other financial assets	11	3,125,067	3,260,517
Trade and other receivables	12	144,246	73,487
Other assets	13	15,650	31,214
<b>TOTAL CURRENT ASSETS</b>		<b>4,546,075</b>	<b>4,312,817</b>
<b>NON-CURRENT ASSETS</b>			
Plant and equipment	14	17,268	87,623
<b>TOTAL NON-CURRENT ASSETS</b>		<b>17,268</b>	<b>87,623</b>
<b>TOTAL ASSETS</b>		<b>4,563,343</b>	<b>4,400,440</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade payables	15	62,128	6,785
Borrowings	16	4,524	100,016
Provisions	17	14,338	14,217
<b>TOTAL CURRENT LIABILITIES</b>		<b>80,990</b>	<b>121,018</b>
<b>NON-CURRENT LIABILITIES</b>			
Borrowings	16	6,299	10,823
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>6,299</b>	<b>10,823</b>
<b>TOTAL LIABILITIES</b>		<b>87,289</b>	<b>131,841</b>
<b>NET ASSETS</b>		<b>4,476,054</b>	<b>4,268,599</b>
<b>EQUITY</b>			
Member Funds	18	4,476,054	4,268,599
<b>TOTAL EQUITY</b>		<b>4,476,054</b>	<b>4,268,599</b>

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND  
STATEMENT OF CHANGES IN EQUITY  
FOR THE PERIOD ENDED 30 JUNE 2025

	Accumulated surplus \$	Reserve \$	Total \$
Balance at 1 July 2023	3,147,660	1,222,252	4,369,912
Total comprehensive income for the year	(101,313)	-	(101,313)
Transfer to reserve	-	-	-
Balance at 30 June 2024	3,046,347	1,222,252	4,268,599
Balance at 1 July 2024	3,046,347	1,222,252	4,268,599
Total comprehensive income for the year	207,455	-	207,455
Transfer to reserve	-	-	-
Balance at 30 June 2025	3,253,802	1,222,252	4,476,054

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

STATEMENT OF CASH FLOWS

FOR THE PERIOD ENDED 30 JUNE 2025

	Notes	2025 \$	2024 \$
<b>OPERATING ACTIVITIES</b>			
<b>Cash flows from operating activities</b>			
Receipts from other reporting units	23a	926,983	887,472
Member subscription received (inclusive of GST)		-	-
Receipts from controlled entities		-	-
Sundry income		14,909	13,599
Payments to suppliers and employees (inclusive of GST)		(285,714)	(435,383)
Payments to other reporting units	23b	(533,457)	(531,558)
Payments to controlled entities		-	-
Interest paid		(1,854)	(5,032)
Interest received		164,404	158,172
Net cash from / (used by) operating activities	23c	<u>285,271</u>	<u>87,270</u>
<b>INVESTING ACTIVITIES</b>			
<b>Cash flows from investing activities</b>			
Payments for property, plant and equipment		(7,191)	(2,299)
Transfer to term deposits		135,449	(155,557)
Net cash from / (used by) investing activities		<u>128,258</u>	<u>(157,856)</u>
<b>FINANCING ACTIVITIES</b>			
<b>Cash flows from investing activities</b>			
Repayment of right-of-use liabilities		(100,016)	(119,005)
Net cash from / (used by) financing activities		<u>(100,016)</u>	<u>(119,005)</u>
Net increase / (decrease) in cash held		313,513	(189,591)
Cash and cash equivalents at the beginning of the period		947,599	1,137,190
Cash and cash equivalents at the end of the period	10(a)	<u>1,261,112</u>	<u>947,599</u>



COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND  
REPORT REQUIRED UNDER SUBSECTION 255(2A)  
FOR THE PERIOD ENDED 30 JUNE 2025

The Committee of Management presents the expenditure report as required under subsection 255(2A) of the *Fair Work (Registered Organisations) Act 2009* on the Reporting Unit for the year ended 30 June 2024.

	2025	2024
	\$	\$
<b>Categories of expenditure</b>		
Remuneration and other employment-related costs and expenses-employees	577,187	368,492
Advertising		-
Operating costs	124,927	279,709
Donations to political parties		-
Legal costs		-

Due to the specific requirements under subsection 255(2A) of the Fair Work (Registered Organisations) Act 2009, there will likely be some other costs incurred by the reporting unit which do not fall within the above categories. Accordingly the expenditure reported in this report may not represent 100% of the expenditure actually incurred by the reporting unit.



Signature of designated officer:

Name of designated officer: **Stewart Little**

Title of designated officer: **Federal Secretary**

Dated: **23 September 2025**

# COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

### NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

The financial report includes the separate financial statements for the Community and Public Sector Union SPSF Group - Federal Fund (CPSU).

#### (a) Basis of preparation

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 Organisations) Act 2009. For the purpose of preparing the general purpose financial statements, the Community and Public Sector Union SPSF Group - Federal Fund is a not-for-profit entity.

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis, 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.

#### *New and amended standards adopted by the CPSU*

The CPSU adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to the operations and effective for the current annual reporting period.

The CPSU has assessed the impact of other new and amended standards that came into effect for the first time for the annual reporting period commencing 1 July 2024.

#### *Early adoption of standards*

No accounting standard has been adopted earlier than the application date stated in the standard.

#### *Historical cost convention*

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain financial assets and financial assets and liabilities at fair value through profit or loss.

#### *Critical accounting estimates*

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the CPSU's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 30 JUNE 2025

**NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)**

**(b) Revenue recognition**

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of amounts collected on behalf of third parties.

The CPSU recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met for each of the CPSU's activities as described below. The amount of revenue is not considered to be reliably measurable until all relating contingencies have been resolved. The CPSU bases its estimates on historical results, taking into consideration the type of member, the type of transaction and the specifics of each arrangement.

Revenue is recognised for the major operating activities as follows:

*Capitation fees and levies*

Where CPSU's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, CPSU recognises the capitation fees promised under that arrangement. In circumstances where the criteria for a contract with a customer are not met, CPSU will recognise capitation fees as income upon receipt.

*Interest income*

Interest income is recognised on a time proportion basis using the effective interest method. When a receivable is impaired, the CPSU reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income.

*Other revenue*

Other revenue is recognised when the right to receive the revenue has been established.

All revenue is stated net of the amount of Goods and Services Tax (GST).

**(c) Income Tax**

In accordance with section 50-15 of the Income Tax Assessment Act, the CPSU is exempt from income tax.

**(d) Cash and cash equivalents**

For statement of cash flows presentation purposes, cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the balance sheet.

NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(e) 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 CPSU's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, CPSU 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.

CPSU'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 CPSU commits to purchase or sell the asset.

**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**

CPSU 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

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 30 JUNE 2025

NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(e) Financial Assets (Continued)

Subsequent measurement (Continued)

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or;
- CPSU 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. CPSU has transferred substantially all the risks and rewards of the asset, or
  - b. CPSU has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When CPSU 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, CPSU 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**

**I. Trade Receivables**

For trade receivables that do not have a significant financing component, CPSU 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, CPSU does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. CPSU 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.

NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(e) Financial assets (Continued)

Impairment (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, CPSU 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 CPSU 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).

CPSU considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, CPSU may also consider a financial asset to be in default when internal or external information indicates that CPSU 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.

(f) Financial Liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, at amortised cost 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 CPSU's financial liabilities include trade and other payables.

Subsequent measurement

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.

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 30 JUNE 2025

NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

**(f) Financial Liabilities (continued)**

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.

**(g) 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.

*Leases*

CPSU assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

CPSU applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. It recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

*Right-of-use assets*

CPSU recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(g) Contingent liabilities and contingent assets (Continued)

*Lease liabilities*

At the commencement date of the lease, CPSU recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the CPSU and payments of penalties for terminating the lease, if the lease term reflects the CPSU exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, CPSU uses the incremental borrowing rate if the implicit lease rate is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

(h) Property, plant and equipment

Each class of property, plant and equipment is carried at historical cost less any accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of items.

**Depreciation**

The depreciable amount of all fixed assets including buildings are depreciated over their estimated useful lives to the CPSU commencing from the time the asset is held ready for use.

Class of fixed asset	Depreciation rate	Depreciation basis
Computer equipment	40%	Diminishing value
Leasehold improvements	10%	Straight line
Furniture and equipment	2.5-40%	Diminishing value
Right-of-use assets	Over lease term	Straight line

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



**NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)**

**(h) Property, plant and equipment (Continued)**

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

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement.

**(i) 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 CPSU were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

**(j) Fair value measurement**

CPSU measures financial instruments, such as, financial assets at fair value through the profit and loss, financial assets at fair value through OCI, 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 26.

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 CPSU. 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.

NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

(j) Fair value measurement (Continued)

CPSU measures financial instruments, such as, financial assets at fair value through the profit and loss, financial assets at fair value through OCI, 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 26.

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The principal or the most advantageous market must be accessible by the CPSU. 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.

CPSU 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, CPSU 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.

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, CPSU 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.

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

**(k) Employee Benefits**

**I. Short-term obligations**

Liabilities for wages and salaries, including non-monetary benefits, annual leave, RDO and associated leave loading expected to be settled within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liability for annual leave, RDO and associated leave loading is recognised in the provision for employee benefits. All other short-term employee benefit obligations are presented as payables.

**II. Other long-term employee benefit obligations**

The liability for long service leave and annual leave which is not expected to be settled within 12 months after the end of the period in which the employees render the related service is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the end of the reporting period on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

The obligations are presented as current liabilities in the balance sheet if the entity does not have an unconditional right to defer settlement for at least twelve months after the reporting date, regardless of when the actual settlement is expected to occur.

**(l) Goods and Service Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In this case, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

Receivables and payables in the balance sheet are stated inclusive of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities, which are recoverable from, or payable to the ATO as classified as operating cash flow.

Commitments and contingencies are disclosed inclusive of GST.

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD ENDED 30 JUNE 2025

NOTE 1 SUMMARY OF MATERIAL ACCOUNTING POLICIES (CONTINUED)

**(m) Functional and presentation currency**

Items included in the financial report are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The financial report is presented in Australian dollars, which is the CPSU's functional and presentation currency.

**(n) Comparative figures**

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

**(o) New accounting standards and interpretations**

In the current year, the union has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to their operation and effective for the accounting period that begins on or after 1 July 2024.

New and revised Standards and amendments thereof and Interpretations effective for the current year that are relevant to the union include:

AASB 2020-3 Amendments to Australian Accounting Standards -Annual Improvements 2018  
- 2020 and Other Amendments  
AASB 2021-3 Amendments to AASs - COVID-19-Related Rent Concessions beyond 30 June 2021

These amendments had no impact on the financial statements of, nor is there expected to be any future impact to the entity.

**(p) Future accounting standards and interpretations**

Certain new accounting standards and interpretations have been published that are not mandatory for 30 June 2025 reporting periods. The entity's assessment of the impact of these new standards and interpretations is not expected to have a material impact on the entity.

## NOTE 2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that may have a financial impact on the CPSU and that are believed to be reasonable under the circumstances.

### (a) Critical accounting estimates and assumptions

The CPSU makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results.

### (b) Critical judgments in applying the CPSU 's accounting policies

The following are the critical judgements that management has made in the process of applying the CPSU's accounting policies and that have the most significant effect on the amounts recognised in the financial statements:

#### *Employee entitlements*

Management judgements is applied in determining the following key assumptions in the calculation of long service leave at balance date:

- future increase in wages and salaries;
- future on-costs rates; and
- experience of employees departures and period of service.

#### *Non-current assets*

Management's judgement is applied to depreciation/ amortisation rates, useful lives and residual values.

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

NOTE 3 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 subsection (1) to (3) of sections 272, which read 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).

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

		2025 \$	2024 \$
<b>NOTE 4 REVENUE</b>			
<b>Revenue from contracts with customers</b>			
The table below also sets out a disaggregation of revenue by type of customer and funding source			
Capitation Fees	4a	1,050,650	678,931
Levies (compulsory or voluntary)		-	-
Membership Subscription		-	-
<b>Total revenue from contracts with customers</b>		<b>1,050,650</b>	<b>678,931</b>
<b>Other Revenue</b>			
Interest		164,404	153,450
Grants and/or donations received		-	-
Distribution received		-	-
Director fee		3,803	4,633
Other Income		-	7,730
Foreign exchange gain/(loss)		(164)	-
Revenue from recovery of wages activity		-	-
Financial support from another reporting unit		-	-
<b>Total income for furthering activities</b>		<b>168,043</b>	<b>165,813</b>
<b>Total Revenue</b>		<b>1,218,693</b>	<b>844,744</b>
<b>(a) Capitation fees</b>			
PSA of NSW		520,537	332,413
SA Branch		108,149	73,006
TAS Branch		38,534	25,765
VIC Branch		199,821	128,480
WA Branch		151,009	98,112
WAPOU		32,600	21,155
<b>Total Capitation Fees</b>		<b>1,050,650</b>	<b>678,931</b>

In 2025 financial year the capitation fees have been levied from 1 October. This is after a Federal Council decision to suspend these from 01/01/2024 – 30/09/2024. There are no known plans to change the current levying of fees.

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

	2025	2024
	\$	\$
<b>NOTE 5 EXPENSES</b>		
The result for the year includes the following specific expenses:		
<i>Depreciation of non-current assets</i>		
Leasehold improvement	-	11,823
Office furniture and equipment	2646	3,994
Computer equipment	1062	587
Right-of-use asset – office	69,160	87,360
Right-of-use asset – equipment	4,679	4,679
	<b>77,547</b>	<b>108,443</b>
Loss on disposal of non-current assets	-	43,930
Grants:		
Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-
Donations:		
Total paid that were \$1,000 or less	-	100
Total paid that exceeded \$1,000	-	22,955
<b>Total grants or donations</b>	<b>-</b>	<b>23,055</b>

During the year the following fees were paid or payable for services provided by the auditor and its related practices:

Audit of the financial report	6,300	3,950
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COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

	2025	2024
	\$	\$
<b>NOTE 6 ADMINISTRATION AND OTHER EXPENSES</b>		
Accounting and auditing	2,450	10,675
Depreciation	77,547	108,443
Occupancy expense	13,233	29,322
IT support	(32,950)	28,038
Records Management	2,046	2,186
Subscription	9,668	19,463
Interest expenses – right-of-use asset – office	1,257	4,732
Interest expenses – right-of-use asset – equipment	597	300
Loss on disposal of non-current asset	-	43,930
Other expenses	51,079	32,386
<b>Total administration and other expenses</b>	<b>124,927</b>	<b>279,755</b>

**NOTE 7 AFFILIATION AND CAPITATION FEES**

APHEDA	16,267	5,909
PSI	51,034	41,575
ACTU	110	-
<b>Total Affiliation and Capitation Fees</b>	<b>67,411</b>	<b>47,484</b>

**NOTE 8 CAMPAIGN AND PROJECT EXPENSES**

Research and campaign	62,500	72,500
<b>Total Campaign and Project Expenses</b>	<b>62,500</b>	<b>72,500</b>

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

	2025	2024
	\$	\$
<b>NOTE 9 EMPLOYEE RELATED EXPENSES</b>		
<i>Employees other than holders of office</i>		
- wages and salaries	195,425	27,432
- superannuation	28,337	3,978
- leave and other entitlements (net)	11,392	2,947
<i>Holders of office</i>		
- wages and salaries	-	-
- superannuation	-	16,253
- leave and other entitlements (net)	-	-
Salary reimbursement	338,605	308,951
Other Staff Costs **	14,698	3,971
<b>Total Employee Related expense</b>	<b>588,457</b>	<b>363,532</b>

\*\* Other staff costs primarily comprise payroll tax and Workcover

**NOTE 10 CASH AND CASH EQUIVALENTS**

Cash at bank	a	<u>1,261,112</u>	<u>947,599</u>
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**a) Reconciliation to cash at the end of the year**

The above figures are reconciled to cash at the end of the financial year as shown in the statement in cashflows as follows

Balance as above	1,261,112	947,599
Balances per statement of cash flows	<u>1,261,112</u>	<u>947,599</u>

**NOTE 11 OTHER FINANCIAL ASSETS**

*Current*

Term deposits	<u>3,125,067</u>	<u>3,260,517</u>
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*I) Impairment and risk exposure*

None of the term deposits are either past due or impaired.

All term deposits are denominated in Australia dollars. As a result, there is no exposure to foreign currency risk. There is also no exposure to price risk as the investments will be held to maturity.

*II) Security*

One of the term deposits is used as a bank guarantee for the rental property.

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

	2025	2024
	\$	\$
<b>NOTE 12 TRADE AND OTHER RECEIVABLES</b>		
<i>Amount due from branches</i>		
-PSA of NSW	64,307	-
- SA Branch	13,182	-
- TAS Branch	4,770	-
- VIC Branch	24,768	-
-WA Branch	18,500	-
- WAPOU Branch	3,989	-
Less allowance for expected credit losses	-	-
	<u>129,516</u>	<u>-</u>
Net GST	(26,845)	26,063
Other receivables	171,091	47,424
	<u>144,246</u>	<u>73,487</u>

**a) Classification as trade receivables**

Trade receivables are amounts due from customers for goods sold or services performed in the ordinary course of business. They are generally due for settlement within 30 days and therefore classified as current. No interest is charged on outstanding trade receivables. Trade receivables are recognised initially at the transaction amount. The entity holds the trade receivables with the objective to collect the contractual cash flows and therefore measures them subsequently at amortised cost using the effective interest method

In determining the recoverability of a trade receivable, the entity considers any change in the credit quality of the trade receivable from the date credit was initially granted up to the end of the reporting period. Trade receivables consists of many customers, spread across diverse industries and geographical areas. The entity does not have any significant credit risk exposure to any single party or group of counter parties having similar characteristics and the maximum exposure to credit risk is equal to the value of the receivables.

**NOTE 13 OTHER ASSETS**

Prepayments	<u>15,650</u>	<u>31,214</u>
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COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

	2025	2024
	\$	\$
<b>NOTE 14 PROPERTY, PLANT AND EQUIPMENT</b>		
Computers		
At cost	2,299	2,299
Less accumulated amortisation	(1,273)	(211)
<b>Total computers</b>	<b>14(a) 1,026</b>	<b>2,088</b>
Office Furniture and Equipment		
At cost	7,191	-
Less accumulated amortisation	(2,646)	-
<b>Total Office Furniture and Equipment</b>	<b>14(b) 4,545</b>	<b>-</b>
Right-of-use-asset		
At cost	907,915	907,915
Less accumulated amortisation	(896,218)	(822,380)
<b>Total right of use asset</b>	<b>14(c) 11,697</b>	<b>85,535</b>
<b>Total property, plant and equipment</b>	<b>17,268</b>	<b>87,623</b>
<b>(a) Computers</b>		
As at 1 July	2,088	939
Additions	-	2,299
Disposals	-	(563)
Depreciation	(1,062)	(587)
<b>As at 30 June</b>	<b>1,026</b>	<b>2,088</b>
<b>(b) Office furniture and equipment</b>		
As at 1 July		
Additions	7,191	-
Disposals	-	-
Depreciation	(2,646)	-
<b>As at 30 June</b>	<b>4,545</b>	<b>-</b>

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

		2025 \$	2024 \$
NOTE 14 PROPERTY, PLANT AND EQUIPMENT (Continued)			
(c) Right-of-use-asset			
As at 1 July		85,535	177,574
Additions		-	-
Disposals		-	-
Depreciation		(73,839)	(92,039)
As at 30 June	14(d)	<u>11,696</u>	<u>85,535</u>
(d) Right-of-use-asset			
Office		-	69,160
Equipment		11,696	16,375
Total right-of-use-assets		<u>11,696</u>	<u>85,535</u>

NOTE 15 TRADE AND OTHER PAYABLES

<i>Unsecured</i>			
Trade creditors		42,327	243
<i>Amount due to Branches</i>			
-PSA of NSW		-	-
-WA Branch		-	-
- VIC Branch		-	-
Total trade creditors		<u>42,327</u>	<u>243</u>
Other payables and accruals		19,801	6,542
Total other payable and accruals		<u>19,801</u>	<u>6,542</u>
Total trade and other payables		<u>62,128</u>	<u>6,785</u>

NOTE 16 BORROWINGS

<i>Current</i>			
Right-of-use liabilities		<u>4,524</u>	<u>100,016</u>
<i>Non-Current</i>			
Right-of-use liabilities		<u>6,299</u>	<u>10,823</u>
Total Right-of-use liabilities	16(a)	<u>10,823</u>	<u>110,839</u>

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

	2025 \$	2024 \$
<b>NOTE 16 BORROWINGS (Continued)</b>		
<b>Right-of-use liabilities</b>		
<b>(a)</b> The movement of the carrying amounts of the lease liabilities associated with the right of use assets:		
As at 1 July	110,839	229,844
New Lease	-	-
Interest	1,854	5,032
Payments	(101,870)	(124,037)
As at 30 June	<u>10,823</u>	<u>110,839</u>
<b>NOTE 17 PROVISIONS</b>		
<b>Holders of office</b>		
Annual leave	-	-
Long service leave	-	-
Employee provisions – holders of office	<u>-</u>	<u>-</u>
<b>Employees other than office holders</b>		
Annual leave	14,338	2,947
Long service leave	-	-
Employee provisions - employees other than office holders	<u>14,338</u>	<u>2,947</u>
Total employee provision	<u>14,338</u>	<u>2,947</u>
Other provision – makegood provision	-	11,270
Total provisions	<u>14,338</u>	<u>14,217</u>

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

	2025	2024
	\$	\$
<b>NOTE 18 MEMBER FUNDS</b>		
<b>Accumulated surplus</b>		
<i>Movement in the accumulated surplus were as follows</i>		
As at 1 July	3,046,347	3,147,660
(Deficit) Surplus for the year	207,455	(101,313)
As at 30 June	<u>3,253,802</u>	<u>3,046,347</u>
<b>GSA reserve</b>		
<i>Movement in the GSA reserve were as follows</i>		
As at 1 July	974,473	974,473
(Deficit) Surplus for the year	-	-
As at 30 June	<u>974,473</u>	<u>974,473</u>
<b>Research and campaign reserve</b>		
<i>Movement in the Research and campaign reserve were as follows</i>		
As at 1 July	247,779	247,779
(Deficit) Surplus for the year	-	-
As at 30 June	<u>247,779</u>	<u>247,779</u>
<b>Total members Fund</b>	<u>4,476,054</u>	<u>4,268,599</u>

**NOTE 19 CONTIGENCIES**

There are no known contingent assets or liabilities at 30 June 2025

**NOTE 20 EVENTS OCCURRING AFTER REPORTING DATE**

There has not been any other matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the entity, the results of those operations, or the state of affairs of the company in subsequent financial periods.

# COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

### NOTE 21 OTHER INFORMATION

#### *i) Going Concern*

Apart from the continued support of the branches, the CPSU Federal Fund's ability to continue as a going concern is not reliant on any particular financial support from another reporting unit.

#### *(ii) Financial Support*

CPSU Federal Fund has not agreed to provide financial support to another reporting unit to ensure they can continue on a going concern basis.

#### *(iii) Acquisition of assets and liability under specific sections:*

The CPSU SPSF Federal Fund did not acquire any asset or liability during the financial year as a result of:

- an amalgamation under Part 2 of Chapter 3, of the RO Act;
- a restructure of the Branches of the organisation;
- a determination by the General Manager of the Fair Work Commission under subsection 245(1) of the RO Act of an alternative reporting structure for the organisation;
- a revocation by the General Manager of the Fair Work Commission under subsection 249(1) of the RO Act of a certificate issued to an organisation under subsection 245(1);

#### *(iv) Financial affairs administered by another entity*

The CPSU SPSF Federal Fund has entered into service agreement with Bentleys NSW (2024 services provided by the CPSU SPSF Vic Branch) to:

- Provide finance and administration support. The total amount paid during the year in terms of this agreement was \$49,260 (2024: \$42,231).
- Compensate the CPSU SPSF Vic Branch for the time spent by the Branch Secretary on the affairs of the CPSU SPSF Federal Fund and in lieu of a salary payment for the position of Federal Secretary. The total amount paid during the year in terms of this agreement was nil (2024: \$93,074).

The CPSU SPSF Federal Fund has entered into a service agreement for the CPSU (SPSFT) Inc to:

- Provide one day a week Federal Office Duties by Branch Officer holding the Office of Federal President. The total amount paid during the year in terms of this agreement was \$10,372 (2024: \$39,701). This agreement ceased on 30 September 2024.
- Provide media support. The total amount paid during the year in terms of this agreement was nil (2024:\$12,636).
- Provide one day a week Federal Office duties by Branch Officer holding the Office of Senior Federal Vice President. The total amount paid during the year in terms of this agreement as \$39,003 (2024: nil).

The CPSU SPSF Federal Fund has entered into a service agreement for the PSA of NSW to:

- Provide compliance and governance support. The total amount paid during the year in terms of this agreement was \$192,220 (2024: \$121,310).



COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

**NOTE 22 Related party transactions**

(a) The following persons have held office in the CPSU at any time during or since the end of the financial year are:

Name	Position	Details
S. Little	Federal Secretary	
T. Lynch	Federal President	
N. Brown	Federal Vice President - SA	Resigned 18 July 2024
C. Watson	Federal Vice President - SA	Appointed 18 July 2025
S. Little	Federal Vice President - NSW	Resigned 1 July 2024
T. Wright	Federal Vice President - NSW	Appointed 4 July 2025
P. Lillywhite	Federal Vice President - VIC	Resigned 11 July 2025
J. Hanna	Federal Vice President - VIC	Appointed 16 July 2025
R. Hendon	Federal Vice President - WA	Resigned 1 December 2024
M. Bray	Federal Vice President - WA	Appointed 2 December 2024
T. White	Federal Vice President - TAS	
A. Smith	Federal Vice President - WAPOU	
L. Rozaklis	Branch Delegate - SA	
T. Wright	Branch Delegate - NSW	Resigned 1 July 2024
N. Jess	Branch Delegate - NSW	Appointed 4 July 2024
W. Townsend	Branch Delegate - VIC	Resigned 11 July 2025
M. Abrahamson	Branch Delegate - WA	
T. Lynch	Branch Delegate - TAS	
M. Cromb	Branch Delegate - WAPOU	Resigned 6 June 2025

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

	2025	2024
	\$	\$
<b>NOTE 22 Related party transactions (Continued)</b>		
(b) Key management personnel compensation		
Short-term employee benefits	-	-
Salary (including annual leave taken) Annual leave accrued	-	-
<b>Total short-term employee benefits</b>	-	-
Post-employment benefits:		
Superannuation	-	16,253
<b>Total post-employment benefits</b>	-	<b>16,253</b>
Other long-term benefits:		
Long-service leave accrued	-	-
<b>Total other long-term benefits</b>	-	-
<b>Termination benefits</b>	-	<b>16,253</b>

(b) Other transactions with officers

Since concluding employment with the Tasmanian Branch on 30 September 2024 the Federal President (T. Lynch) has been paid to provide one day a week of Federal Office duties through his consultancy, tgiconsult. The total amount paid during the year in terms of this agreement as \$32,140.

The Federal President (T. Lynch) has also been paid to provide industrial services through his consultancy, tgiconsult. The total amount paid during the year in terms of this agreement as \$15,611.

Other than the noted above, there were no transactions between the officers of the CPSU other than those relating to reimbursement by the CPSU in respect of expenses incurred by them in the performance of their duties. Such transactions have been on conditions no more favourable than those which is reasonable to expect would have been adopted by parties at arm's length.

(d) Loans to key management personnel

There are no loans between key management personnel and the CPSU.

(e) There were no payment made to a former related party of the entity.

(f) Outstanding balances arising from sales and purchases of goods and services:

These balances are disclosed in the "Trade receivables" and "Trade payables" notes to the accounts. No provision for impairment has been raised in relation to any of these outstanding balances and no expense has been recognised in respect of bad or doubtful debts due from related parties.

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

	2025	2024
	\$	\$
<b>NOTE 22 Related party transactions (Continued)</b>		
(g) Transactions with related parties		
Purchases of goods and services:		
Administration support paid to CPSU SPSF Vic Branch	-	42,231
Administration support paid to CPSU SPSF Tas Branch	-	52,337
Administration support paid to PSA of NSW	192,220	121,310
Administration support paid to CPSU (SPSFT) Inc	49,375	-
Salary reimbursement (Federal Secretary) to CPSU SPSF Vic Branch	-	93,074
Consulting services to tglconsult	477,51	-
Superannuation contributions on behalf of employees	-	20,231

**NOTE 23 CASH FLOW**

**a) Receipts from other reporting units**

**Cash inflows**

PSA of NSW	462,078	426,374
SA Branch	94,968	93,885
TAS Branch	33,764	33,121
VIC Branch	175,053	166,554
WA Branch	132,509	125,897
WAPOU Branch	28,611	41,641
<b>Total cash inflows</b>	<b>926,983</b>	<b>887,472</b>

**b) Payments to other reporting units**

**Cash outflows**

PSA of NSW	(368,507)	(180,748)
SA Branch	(11,627)	(11,002)
TAS Branch	(75,813)	(74,016)
VIC Branch	(38,286)	(202,199)
WA Branch	(26,419)	(50,453)
WAPOU Branch	(12,805)	(13,140)
<b>Total cash outflows</b>	<b>(533,457)</b>	<b>(531,558)</b>

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

	2025 \$	2024 \$
<b>NOTE 23 CASH FLOW (Continued)</b>		
<b>c) Reconciliation of cash flow from operations with the (deficit) surplus for the year</b>		
Surplus/(Loss) for the year	207,455	(101,313)
<b>Adjustments for non-cash items</b>		
Bad Debt Expense	-	-
Depreciation and amortisation	77,547	108,443
Net (profit) / loss on disposal of plant and equipment	-	46,585
<b>Changes in assets and liabilities</b>		
(Increase) / decrease in trade and other receivables	(108,103)	117,455
(Increase) / decrease in other non-current assets	-	-
(Decrease) / increase in trade payables	44,534	(87,173)
(Decrease) / increase in other payables	63,717	-
(Decrease) / increase in employee provisions	121	3,273
<b>Net cash from / (used by) operating activities</b>	<b>285,271</b>	<b>87,270</b>

**d) Liabilities from Financing Activities**

	1 July 2024 \$	New lease \$	Cash Outflows \$	Others \$	30 June 2025 \$
Current interest-bearing loans and borrowings	110,016	-	(110,016)	4,524	4,524
Non-current interest-bearing loans and borrowings	10,823	-	-	(4,524)	6,299
<b>Total liabilities from financing activities</b>	<b>110,839</b>	<b>-</b>	<b>(110,016)</b>	<b>-</b>	<b>10,823</b>
	1 July 2023 \$	New lease \$	Cash Outflows \$	Others \$	30 June 2024 \$
Current interest-bearing loans and borrowings	119,005	-	(119,005)	100,016	100,016
Non-current interest-bearing loans and borrowings	110,839	-	-	(100,016)	10,823
<b>Total liabilities from financing activities</b>	<b>229,844</b>	<b>-</b>	<b>(119,005)</b>	<b>-</b>	<b>110,839</b>

#### NOTE 24 CAPITAL MANAGEMENT

CPSU manages its capital to ensure that it will be able to continue as a going concern while maximising the return on investments. The Federal Executive ensure that the overall risk management strategy is in line with this objective.

The capital structure of the entity consists of cash and cash equivalents and members' funds, comprising reserves and retained earnings.

The Federal Executive effectively manages the CPSU's capital by assessing the CPSU's financial risk and responding to changes in these risks and in the market. These responses may include the consideration of debts levels. There have been no changes to the strategy adopted by Federal Executive to control capital of the entity since the previous year.

No operations of the entity are subject to external imposed capital requirements.

#### NOTE 25 FINANCIAL RISK MANAGEMENT

The entity's activities expose it to a variety of financial risks: market risk (including fair value interest rate risk and price risk), credit risk, liquidity risk and cash flow interest rate risk. The entity's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the entity. The entity uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, other price risks and aging analysis for credit risk.

Risk management is carried out by management under policies approved by Federal Executive. The Federal Executive identifies, evaluates and hedges financial risks as part of regular meetings. This identification and analysis includes an analysis of interest rate exposure and the evaluation of strategies in the context of most recent economic conditions.

##### **a) Market risk**

###### *i) Foreign exchange risk*

The entity is not exposed to foreign exchange risk.

###### *ii) Price risk*

The entity is not exposed to price risk.

###### *iii) Cash flow and fair value interest rate risk*

The CPSU has no borrowings and is therefore not exposed to interest rate risk on liabilities. It has investments in a variety of interest-bearing assets and its income and operating cash flows are exposed to changes in market interest rates for assets.

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

NOTE 25 FINANCIAL RISK MANAGEMENT (Continued)

**Sensitivity analysis**

As at 30 June 2025 the effect on the surplus as a result of changes in interest rates, with all other variables remaining constant, would be as follows:

<i>Effect on results:</i>	2025	2024
	\$	\$
Increase of interest rates by 2%	87,724	84,162
Decrease of interest rates by 2%	(87,724)	(84,162)

**b) Credit risk**

Credit risk arises from cash and cash equivalents and deposits with banks and financial institutions. Cash transactions are limited to high credit quality financial institutions. Currently the investments are held in Australian banks. The CPSU has no significant concentrations of credit risk.

The maximum exposure to credit risk at the reporting date is the carrying amount of the financial assets. The credit quality of financial assets can be assessed by reference to external credit ratings as follows:

<i>Effect on results:</i>	2025	2024
	\$	\$
<b>Cash at bank</b>		
AA - Rating	1,261,112	947,599
<b>Term deposit</b>		
AA – Rating	-	62,115
BBB Rating	3,125,064	3,198,402
	<u>4,386,179</u>	<u>4,208,116</u>

**c) Liquidity risk**

Prudent liquidity risk management implies maintaining sufficient cash and marketable securities, the availability of funding through an adequate amount of committed credit facilities and the ability to close-out market positions.

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

c) Liquidity risk (Continued)

*Maturity profile of financial instruments*

The maturity profile of financial assets and liabilities held are detailed below:

2025	Weighted Average Interest rate %	Floating Interest \$	1 year or less \$	1 to 2 years \$	2 to 5 years \$	Over 5 years \$	Non Interest bearing \$	Total \$
<b>Financial Asset</b>								
Cash at bank	0.1	1,261,112	-	-	-	-	-	1,261,112
Deposits at bank	4.60	-	3,125,067	-	-	-	-	3,125,067
Other receivables		-	-	-	-	-	144,246	144,246
		<u>1,261,112</u>	<u>3,125,067</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>144,246</u>	<u>4,530,425</u>
<b>Financial Liabilities</b>								
Other payables		-	-	-	-	-	62,128	62,128
Right-of-use liabilities	4.5	-	4,524	6,299	-	-	-	10,823
		<u>-</u>	<u>4,524</u>	<u>6,299</u>	<u>-</u>	<u>-</u>	<u>62,128</u>	<u>72,951</u>
<b>Net Financial Assets (Liabilities)</b>		<u>1,261,112</u>	<u>3,120,543</u>	<u>(6,299)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,457,474</u>

COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

c) Liquidity risk (Continued)

2024	Weighted Average Interest rate %	Floating Interest \$	1 year or less \$	1 to 2 years \$	2 to 5 years \$	Over 5 years \$	Non Interest bearing \$	Total \$
<b>Financial Asset</b>								
Cash at bank	0.1	947,599	-	-	-	-	-	947,599
Deposits at bank	5.06	-	3,260,517	-	-	-	-	3,260,517
Other receivables		-	-	-	-	-	73,487	73,487
		<b>947,599</b>	<b>3,260,517</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>73,487</b>	<b>4,281,603</b>
<b>Financial Liabilities</b>								
Other payables		-	-	-	-	-	6,785	6,785
Right-of-use liabilities	5	-	100,016	4,524	6,299	-	-	110,839
		<b>-</b>	<b>100,016</b>	<b>4,524</b>	<b>6,299</b>	<b>-</b>	<b>6,785</b>	<b>117,624</b>
<b>Net Financial Assets (Liabilities)</b>		<b>947,599</b>	<b>3,160,501</b>	<b>(4,524)</b>	<b>(6,299)</b>	<b>-</b>	<b>66,702</b>	<b>4,163,979</b>

NOTE 26 FAIR VALUE MEASUREMENTS

(a) Financial assets and liabilities

Management of the entity assessed that cash, trade receivables, trade payables, and other current liabilities approximate their carrying amounts largely due to the short-term maturities of these instruments.

The fair value of financial assets and liabilities is included at the amount which the instrument could be exchanged in a current transaction between willing parties. The following methods and assumptions were used to estimate the fair values:

Fair values of the union's interest-bearing deposits are determined by using a discounted cash flow method. The discount rate used reflects the issuer's interest rate as at the end of the reporting period. The own performance risk as at 30 June 2025 was assessed to be immaterial.

Long-term fixed-rate and variable-rate receivables/borrowings are evaluated by the entity based on parameters such as interest rates and individual credit worthiness of the customer. Based on this evaluation, allowances are taken into account for the expected losses of these receivables. As at 30 June 2025 the carrying amounts of such receivables, net of allowances, were not materially different from their calculated fair values.



COMMUNITY & PUBLIC SECTOR UNION SPSF GROUP FEDERAL FUND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2025

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

	2025		2024	
	Carrying Amount	Fair Value	Carrying Amount	Fair Value
	\$	\$	\$	\$
<b>Financial assets</b>				
Cash at banks	1,261,112	1,261,112	947,599	947,599
Trade and other receivables	171,091	171,091	73,487	73,487
Term deposits	3,125,067	3,125,067	3,260,517	3,260,517
<b>Total financial assets</b>	<b>4,557,270</b>	<b>4,557,270</b>	<b>4,281,603</b>	<b>4,281,603</b>
	2025		2024	
	Carrying Amount	Fair Value	Carrying Amount	Fair Value
	\$	\$	\$	\$
<b>Financial liabilities</b>				
Trade and other payables	88,973	88,973	6,785	6,785
Right-of-use liabilities	10,823	10,823	110,839	110,839
<b>Total financial liabilities</b>	<b>99,796</b>	<b>99,796</b>	<b>117,624</b>	<b>117,624</b>

**b) Disclosed fair value measurements**

The following assets and liabilities are not measured at fair value in the balance sheet but their fair values are disclosed in the notes:

- Accounts receivable and other debtors;
- Fixed interest securities; and
- Accounts payable and other payables.

There has been no change in the valuation technique(s) used to calculate the fair values disclosed in the financial statements.

Auditor's Independence Declaration to the Committee of Management of Community and Public Sector Union (SPSF Group, Federal Fund)

In relation to our audit of the financial report of the Community and Public Sector Union (SPSF Group, Federal Fund) for the financial year ended 30 June 2025, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements as set out in the Fair Work (Registered Organisations) Act 2009; and any applicable code of professional conduct.

*Wise Lord & Ferguson*

WISE LORD & FERGUSON



NICK CARTER

Partner

Date: 23 September 2025



## INDEPENDENT AUDITOR'S REPORT

Members of the Community and Public Sector Union (SPSF Group Federal Fund)

Report on the Audit of the Financial Report

### Opinion

We have audited the financial report of Community and Public Sector Union (SPSF Group, Federal Fund), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended as at 30 June 2025, and notes to the financial statements, including a summary of significant 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 Community and Public Sector Union (SPSF Group, Federal Fund) as at 30 June 2025, and its financial performance and 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 Reporting Unit is appropriate.

### Basis for Opinion

We conducted the 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 Reporting Unit in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including independence standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have 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 our 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 the Committee of Management for the Financial Report**

The Committee of Management of the Reporting Unit are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the Registered Organisations (RO) Act, and for such internal control as the Committee of Management determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee of Management are responsible for assessing the Reporting Unit'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 intends to liquidate the Reporting Unit 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 our 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 our 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 Reporting Unit'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 Reporting Unit'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 Reporting Unit 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 Reporting Unit to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Reporting Unit 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.

We declare that we are an auditor registered under the RO Act.

*Wise Lord & Ferguson*

**WISE LORD & FERGUSON**



**NICK CARTER**

Partner

Date: 23 September 2025

Member Chartered Accountants Australia & New Zealand CAANZ

Registered Company Auditor: 450133

Registered Organisation Approved Auditor: AA2017/125

Holder of Public Practice Certificate