

Health Services Union NSW

ABN 85 037 751 682

Financial Statements - 30 June 2023

Health Services Union NSW

Contents

30 June 2023

Council's certificate	2
Accounting officers' report	3
Statement of profit or loss and other comprehensive income	4
Statement of financial position	5
Statement of changes in equity	6
Statement of cash flows	7
Notes to the financial statements	8
Independent auditor's report to the members of Health Services Union NSW	38

**Health Services Union NSW
Council's certificate
30 June 2023**

We, Mark Sterrey, Gerard Hayes and Lynne Russell, being three members of the Union Council ('the Council') of Health Services Union NSW ('the Union'), do state on behalf of the Council, and in accordance with a resolution passed by the Council that:

- (a) In the opinion of the Council, the attached financial report shows a true and fair view of the financial affairs of the Union as at 30 June 2023.
- (b) In the opinion of the Council, meetings of the Council were held during the year ending 30 June 2023 in accordance with the rules of the Union.
- (c) To the knowledge of any member of the Council, there have been no instances where records of the Union or other documents (not being documents containing information made available to a member of the Union under Sub-Section 512(2) of the *Industrial Relations Act 1991*, as applied by Sub-Section 282(3) of the *Industrial Relations Act 1996*) or copies of these records or documents, or copies of the rules of the Union, have not been furnished, or made available to the members in accordance with the requirements of the *Industrial Relations Act 1991*, the Regulations thereto, or the rules of the Union.
- (d) The Union has complied with Sub-Sections 517(1) and (5) of the *Industrial Relations Act 1991*, in relation to the financial report in respect of year ended 30 June 2023, and the Auditors' Report thereon.



Mark Sterrey
President



Gerard Hayes
Secretary



Lynne Russell
Assistant secretary/ treasurer

Dated: 30.8.23

Health Services Union NSW
Accounting officers' report
30 June 2023

I, Lynne Russell, being the Officer responsible for keeping the accounting records of Health Services Union NSW, certify that as at 30 June 2023, the number of members of the Union was 47,589 (2022: 46,028).

In my opinion:

- (a) The attached financial report shows a true and fair view of the financial affairs of the Union as at 30 June 2023.
- (b) A record has been kept of all moneys paid by, or collected from, members and all moneys so paid or collected have been credited to the bank account to which those moneys are to be credited, in accordance with the rules of the Union.
- (c) Before any expenditure was incurred by the Union, approval of the incurring of expenditure was obtained in accordance with the rules of the Union.
- (d) With regard to funds of the Union raised by compulsory levies or voluntary contributions from members, or funds other than the General Fund operated in accordance with the rules, no payments were made out of any such fund for the purposes other than those for which the fund was operated.
- (e) No loans or other financial benefits were made to persons holding office in the Union.
- (f) The register of members of the Union was maintained in accordance with the Industrial Relations Act 1996.
- (g) gives the attached financial report a true and fair view of the financial position as at 30 June 2023 and of the performance for the year ended at 30 June 2023.



Lynne Russell

Assistant secretary/ treasurer

Dated: 30. 8. 23

Health Services Union NSW
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2023

	Note	2023 \$	2022 \$
Revenue			
Operating income	5	24,613,732	24,760,886
Other income	6	261,307	615,035
Total revenue		<u>24,875,039</u>	<u>25,375,921</u>
Expenses			
Employee benefits expense	7	(14,256,945)	(13,284,221)
Marketing and campaign expenses		(1,463,063)	(791,927)
Depreciation and amortisation expense	8	(1,494,303)	(1,501,304)
Consulting and professional fees		(837,107)	(1,023,478)
Insurance expenses		(2,024,774)	(1,995,662)
Utilities and telephone expenses		(844,065)	(845,572)
Computer and IT expenses		(685,182)	(597,281)
Office administration and travel expenses		(794,450)	(698,352)
Other expenses	9	(975,855)	(764,225)
Affiliation and capitation fees		(1,649,044)	(1,583,099)
Donations		(182,646)	(332,686)
Delegates conference expenses		(1,242)	(643,519)
Total expenses		<u>(25,208,676)</u>	<u>(24,061,326)</u>
(Deficit)/surplus for the year	21	(333,637)	1,314,595
Other comprehensive income			
<i>Items that will not be reclassified subsequently to profit or loss</i>			
Superannuation actuarial (gain)/loss		(62,181)	47,252
Superannuation actual return on fund assets		54,162	(21,524)
Other comprehensive income for the year		<u>(8,019)</u>	<u>25,728</u>
Total comprehensive income for the year		<u><u>(341,656)</u></u>	<u><u>1,340,323</u></u>

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Health Services Union NSW
Statement of financial position
As at 30 June 2023

	Note	2023 \$	2022 \$
Assets			
Current assets			
Cash and cash equivalents	10	5,660,283	3,624,877
Trade and other receivables	11	284,876	278,145
Inventories	12	102,063	108,048
Other financial assets	14	-	2,049,831
Other assets	15	1,823,911	1,159,725
Total current assets		<u>7,871,133</u>	<u>7,220,626</u>
Non-current assets			
Investment properties	17	13,133,520	13,250,392
Property, plant and equipment	16	7,281,679	8,258,432
Right-of-use assets	13	53,256	-
Total non-current assets		<u>20,468,455</u>	<u>21,508,824</u>
Total assets		<u>28,339,588</u>	<u>28,729,450</u>
Liabilities			
Current liabilities			
Trade and other payables	18	1,089,608	1,090,812
Lease liabilities	19	13,913	-
Employee benefits	20	2,571,323	2,694,390
Total current liabilities		<u>3,674,844</u>	<u>3,785,202</u>
Non-current liabilities			
Lease liabilities	19	39,797	-
Employee benefits	20	112,562	90,207
Total non-current liabilities		<u>152,359</u>	<u>90,207</u>
Total liabilities		<u>3,827,203</u>	<u>3,875,409</u>
Net assets		<u>24,512,385</u>	<u>24,854,041</u>
Equity			
Retained earnings	21	24,512,385	24,854,041
Total equity		<u>24,512,385</u>	<u>24,854,041</u>

The above statement of financial position should be read in conjunction with the accompanying notes

Health Services Union NSW
Statement of changes in equity
For the year ended 30 June 2023

	Retained earnings \$	Total equity \$
Balance at 1 July 2021	23,513,718	23,513,718
Surplus for the year	1,314,595	1,314,595
Other comprehensive income for the year	25,728	25,728
Total comprehensive income for the year	<u>1,340,323</u>	<u>1,340,323</u>
Balance at 30 June 2022	<u>24,854,041</u>	<u>24,854,041</u>
	Retained earnings \$	Total equity \$
Balance at 1 July 2022	24,854,041	24,854,041
Deficit for the year	(333,637)	(333,637)
Other comprehensive income for the year	(8,019)	(8,019)
Total comprehensive income for the year	<u>(341,656)</u>	<u>(341,656)</u>
Balance at 30 June 2023	<u>24,512,385</u>	<u>24,512,385</u>

The above statement of changes in equity should be read in conjunction with the accompanying notes

Health Services Union NSW
Statement of cash flows
For the year ended 30 June 2023

	Note	2023 \$	2022 \$
Cash flows from operating activities			
Receipts from customers (inclusive of GST)		27,078,895	27,445,316
Payments to suppliers and employees (inclusive of GST)		<u>(26,834,723)</u>	<u>(24,216,328)</u>
		244,172	3,228,988
Interest received		<u>95,387</u>	<u>9,756</u>
Net cash from operating activities	32	<u>339,559</u>	<u>3,238,744</u>
Cash flows from investing activities			
Payments for property, plant and equipment	16	(421,114)	(2,902,973)
Payments for investments		-	(5,637)
Purchase of investment properties		-	(1,220,620)
Proceeds from disposal of property, plant and equipment and investment property		67,130	797,458
Proceeds from the sale of investments		<u>2,049,831</u>	<u>-</u>
Net cash from/(used in) investing activities		<u>1,695,847</u>	<u>(3,331,772)</u>
Net cash from financing activities		<u>-</u>	<u>-</u>
Net increase/(decrease) in cash and cash equivalents		2,035,406	(93,028)
Cash and cash equivalents at the beginning of the financial year		<u>3,624,877</u>	<u>3,717,905</u>
Cash and cash equivalents at the end of the financial year	10	<u><u>5,660,283</u></u>	<u><u>3,624,877</u></u>

The above statement of cash flows should be read in conjunction with the accompanying notes

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 1. Basis of preparation

The financial report covers Health Services Union NSW ('the Union') as an individual not-for-profit entity, incorporated and domiciled in Australia. The Union is an organisation of employees registered under the New South Wales Industrial Relations Act 1996. In accordance with the Act the Union is a body corporate and has perpetual succession. By virtue of this method of incorporation, the Union is not subject to the Corporations Act 2001.

The financial report of the Health Services Union NSW for the period ended 30 June 2023 was authorised for issue in accordance with a resolution of the Union Council ('the Council') on 30 August 2023. The Union has the power to amend and reissue the financial statements.

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the New South Wales Industrial Relations Act 1996.

Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Note 2. Summary of significant accounting policies

Comparative figures

Comparative figures

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

Retrospective accounting policy

When the Union applies an accounting policy retrospectively, makes a retrospective restatement or reclassifies items in its financial statements, a statement of financial position as at the beginning of the earliest comparative period will be presented.

Revenue recognition

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 2. Summary of significant accounting policies (continued)

Membership subscriptions

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of the Union.

If there is only one distinct membership service promised in the arrangement, the Union recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect the Union's promise to stand ready to provide assistance and support to the member as required.

If there is more than one distinct good or service promised in the membership subscription, the Union allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Union charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good (for example, books or clothing) or as the service transfers to the customer (for example, member services or training course), the Union recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

For member subscriptions paid annually in advance, the union has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

When a member subsequently purchases additional goods or services from the union at their standalone selling price, the Union accounts for those sales as a separate contract with a customer.

Interest income

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

Rental income

Leases in which the Union, as a lessor, do not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising is accounted for on a straight-line basis over the relevant lease term. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as income in the period in which they are earned.

Income tax

No provision for income tax is necessary as the Union is exempt from income tax under Section 50 -15 of the Income Tax Assessment Act 1997.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the Union's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the Union's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less which are convertible to a known amount of cash and subject to an insignificant risk of change in value, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position. The reclassification between cash and cash equivalents and other financial assets to reflect this policy has occurred during the year.

Note 2. Summary of significant accounting policies (continued)

Trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

The Union has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Inventories

Finished goods are stated at the lower of cost and net realisable value on a 'first in first out' basis. Cost comprises of purchase and delivery costs, net of rebates and discounts received or receivable.

Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

Investments and other financial assets

Investments and other financial assets are initially measured at fair value. Transaction costs are included as part of the initial measurement, except for financial assets at fair value through profit or loss. Such assets are subsequently measured at either amortised cost or fair value depending on their classification. Classification is determined based on both the business model within which such assets are held and the contractual cash flow characteristics of the financial asset unless an accounting mismatch is being avoided.

Financial assets are derecognised when the rights to receive cash flows have expired or have been transferred and the Union has transferred substantially all the risks and rewards of ownership. When there is no reasonable expectation of recovering part or all of a financial asset, its carrying value is written off.

Financial assets at amortised cost

A financial asset is measured at amortised cost only if both of the following conditions are met: (i) it is held within a business model whose objective is to hold assets in order to collect contractual cash flows; and (ii) the contractual terms of the financial asset represent contractual cash flows that are solely payments of principal and interest.

Investments

Investments includes non-derivative financial assets with fixed or determinable payments and fixed maturities where the Union has the positive intention and ability to hold the financial asset to maturity. This category excludes financial assets that are held for an undefined period. Investments are carried at amortised cost using the effective interest rate method adjusted for any principal repayments. Gains and losses are recognised in profit or loss when the asset is derecognised or impaired.

Impairment of financial assets

The Union recognises a loss allowance for expected credit losses on financial assets which are either measured at amortised cost or fair value through other comprehensive income. The measurement of the loss allowance depends upon the Union's assessment at the end of each reporting period as to whether the financial instrument's credit risk has increased significantly since initial recognition, based on reasonable and supportable information that is available, without undue cost or effort to obtain.

Where there has not been a significant increase in exposure to credit risk since initial recognition, a 12-month expected credit loss allowance is estimated. This represents a portion of the asset's lifetime expected credit losses that is attributable to a default event that is possible within the next 12 months. Where a financial asset has become credit impaired or where it is determined that credit risk has increased significantly, the loss allowance is based on the asset's lifetime expected credit losses. The amount of expected credit loss recognised is measured on the basis of the probability weighted present value of anticipated cash shortfalls over the life of the instrument discounted at the original effective interest rate.

For financial assets mandatorily measured at fair value through other comprehensive income, the loss allowance is recognised in other comprehensive income with a corresponding expense through profit or loss. In all other cases, the loss allowance reduces the asset's carrying value with a corresponding expense through profit or loss.

Note 2. Summary of significant accounting policies (continued)

Financial instruments

Classification

The Union classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through OCI or through profit or loss), and
- those to be measured at amortised cost.

The classification depends on the Union's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in profit or loss or OCI. For investments in equity instruments that are not held for trading, this will depend on whether the Union has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income (FVOCI).

The Union reclassifies debt investments when and only when its business model for managing those assets changes.

Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade-date, the date on which the Union commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Union has transferred substantially all the risks and rewards of ownership.

Measurement

At initial recognition, the Union measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss (FVPL), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in profit or loss.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest.

Impairment

The Union assesses on a forward looking basis the expected credit losses associated with its debt instruments carried at amortised cost and FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

For trade receivables, the Union applies the simplified approach permitted by AASB 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables.

Property, plant and equipment

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and any impairment in value.

Plant and equipment

Plant and equipment are measured on the cost basis. Cost includes expenditure that is directly attributable to the asset.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Buildings	2.5%
Motor vehicles	22.5%
Office furniture and equipment	5% - 33.3%
Plant & equipment	10% - 50%

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

Gains and losses on disposals are calculated as the difference between the net disposal proceeds and the asset's carrying amount and are included in the Statement of Profit and Loss and Other Comprehensive Income in the year that the item is derecognised.

Note 2. Summary of significant accounting policies (continued)

Investment properties

Investment property is held at cost which includes expenditure that is directly attributable to the acquisition of the investment property. The investment properties are depreciated on a straight-line basis over 40 years.

Leases

The Union 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.

Union as a lessee

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

Short-term leases and leases of low-value assets

The Union applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

Union as a lessor

Leases in which the Union does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising is accounted for on a straight-line basis over the lease terms and is included in revenue in the statement of profit or loss due to its operating nature. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as revenue in the period in which they are earned.

Right-of-use assets

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the Union expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The Union has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Impairment of non-financial assets

The carrying amount of non-current assets are reviewed for impairment when events or changes in circumstances indicate that the carrying value may not be recoverable. An impairment loss is recognised in the Statement of Profit or Loss and Other Comprehensive Income for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of the asset's fair value less costs to sell and the value in use. For the purpose of assessing value in use of assets not held primarily to generate cash, this represents depreciated current replacement cost, as the Union is a not-for-profit organisation.

Note 2. Summary of significant accounting policies (continued)

Impairment loss

Assets that have an allocated impairment loss are reviewed for reversal indicators at the end of each reporting period. After recognition of an impairment loss, the amortisation change for the asset is adjusted in future periods to allocate the asset's revised carrying amount on a systematic basis over its remaining useful life.

Impairment losses are recognised as an expense immediately, unless the relevant asset is property, plant and equipment held at fair value (other than investment property carried at a revalued amount) in which case the impairment loss is treated as a revaluation decrease as described in the accounting policy for property, plant and equipment.

Lease liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Union's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

Provisions

Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

Other employees benefits payable later than one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. In the case of Long Service Leave this results in an amount not materially different to that achieved by discounting future cash flows.

Employees of the Union are entitled to benefits from superannuation plans on retirement, disability, or death.

Define benefits superannuation schemes

In respect of defined benefit plans, the cost of providing the benefits is determined using the projected unit credit method. Actuarial valuations are conducted every three years, with interim valuations performed on an annual basis. Consideration is given to any event that could impact the funds up to the end of the reporting period where interim valuation is performed at an earlier date.

The superannuation schemes for Health Services Union NSW are:

- the State Authorities Superannuation Scheme (SASS); and
- the State Authorities Non-Contributory Superannuation Scheme (SANCS).

Note 2. Summary of significant accounting policies (continued)

These schemes are all defined benefit schemes - at least a component of the final benefit is derived from a multiple of member salary and years of membership. Members receive lump sum or pension benefits on retirement, death, disablement and withdrawal. All the Schemes are closed to new members.

The schemes in the Pooled Fund are established and governed by the following NSW legislation: Superannuation Act 1916, State Authorities Superannuation Act 1987, Police Regulation (Superannuation) Act 1906, State Authorities Non-Contributory Superannuation Scheme Act 1987, and their associated regulations.

The schemes in the Pooled Fund are exempt public sector superannuation schemes under the Commonwealth Superannuation Industry (Supervision) Act 1993 (SIS). The SIS Legislation treats exempt public sector superannuation funds as complying funds for concessional taxation and superannuation guarantee purposes.

Under a Heads of Government agreement, the New South Wales Government undertakes to ensure that the Pooled Fund will conform with the principles of the Commonwealth's retirement incomes policy relating to preservation, vesting and reporting to members and that members' benefits are adequately protected.

The New South Wales Government prudentially monitors and audits the Pooled Fund and the Trustee Board activities in a manner consistent with the prudential controls of the SIS legislation. These provisions are in addition to other legislative obligations on the Trustee Board and internal processes that monitor the Trustee Board's adherence to the principles of the Commonwealth's retirement incomes policy.

An actuarial investigation of the Pooled Fund is performed every three years. The last actuarial investigation was performed as at 30 June 2023. The next actuarial investigation will be performed at 30 June 2024.

The superannuation expense includes net interest measured at and reported as defined benefit costs.

The amount recorded in profit or loss are limited to current and past service costs, gains or losses, settlements and net interest income (expense). All other changes in the net defined benefit asset (liability), including actuarial gains and losses, are recognised in other comprehensive income with no subsequent recycling to profit or loss. Interest income is measured using the same discount rate used to measure the defined benefit obligation (market yields on 10 year Commonwealth government bonds).

Other entities' responsibility for the governance of the fund

The Fund's Trustee is responsible for the governance of the Fund. The Trustee has a legal obligation to act solely in the best interests of the fund beneficiaries. The Trustee has the following roles:

- Administration of the fund and payment to the beneficiaries from fund assets when required in accordance with the fund rules;
- Management and investment of the fund assets; and
- Compliance with other applicable regulations.

Risks

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

Investment risk

The risk that investment returns will be lower than assumed, and the employer will need to increase contributions to offset this shortfall.

Longevity risk

The risk that pensioners live longer than assumed, increasing future pensions.

Pension indexation risk

The risk that pensions will increase at a rate greater than assumed, increasing future pensions.

Salary growth risk

The risk that wages or salaries (on which future benefit amounts for active members will be based) will rise more rapidly than assumed, increasing defined benefit amounts and thereby requiring additional employer contributions.

Note 2. Summary of significant accounting policies (continued)

Legislative risk

The risk is that legislative changes could be made which increase the cost of providing the defined benefits.

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

Significant events

There were no fund amendments, curtailments or settlements during the year.

Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on 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; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Assets and liabilities measured at fair value are classified into three levels, using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. Classifications are reviewed at each reporting date and transfers between levels are determined based on a reassessment of the lowest level of input that is significant to the fair value measurement.

For recurring and non-recurring fair value measurements, external valuers may be used when internal expertise is either not available or when the valuation is deemed to be significant. External valuers are selected based on market knowledge and reputation. Where there is a significant change in fair value of an asset or liability from one period to another, an analysis is undertaken, which includes a verification of the major inputs applied in the latest valuation and a comparison, where applicable, with external sources of data.

Borrowing costs

Borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised as part of the cost of that asset.

All other borrowing costs are recognised as an expense in the period in which they are incurred.

Functional and presentation currency

The functional currency of the Union is measured using the currency of the primary economic environment in which that entity operates. The financial statements are presented in Australian dollars which is the entity's functional and presentation currency.

Goods and Services Tax ('GST')

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

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 tax authority, are presented as operating cash flows.

Note 2. Summary of significant accounting policies (continued)

New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Union for the annual reporting period ended 30 June 2023. The Union has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

Note 3. Critical accounting judgements, estimates and assumptions

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

Critical accounting estimates and assumptions

The Union makes estimates and assumptions concerning the future. The resulting accounting estimates by definition seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities include the determination of employee entitlements for long service leave, the asset or liability in respect of the defined superannuation plans, depreciation of property, plant and equipment, the fair value of available for sale financial assets and the going concern basis.

Critical judgements in applying the Union's accounting principles

The critical judgements that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are those described in Notes.

Related party disclosures

Related parties for the purpose of the disclosures made in note 29 of this financial report include Officers and entities in which Officers have a significant interest in, and their transactions with the Union.

Note 4. Information to be provided to members or registrar

In accordance with the requirements of the Industrial Relations Act, 1991 (NSW) the attention of members is drawn to the provisions of Sub-Sections (1) and (2) of Section 512 which reads as follows:

- (a) A member of an organisation, or the Industrial Registrar, may apply to the organisation for specified information prescribed by the regulations in relation to the organisation.
- (b) An organisation must, on the making of such an application, make the specified information available to the member or the Industrial Registrar in the manner, and within the time, prescribed by the regulations.

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 5. Operating income

	2023	2022
	\$	\$
Membership contributions	22,448,552	22,585,375
Service fees	840,000	880,000
Rental income	1,325,180	1,295,511
	<u>24,613,732</u>	<u>24,760,886</u>

Note 6. Other income

	2023	2022
	\$	\$
Other income	18,200	201,460
Profit for the sale of property, plant and equipment	46,235	398,950
Interest income	95,387	14,625
Aware Super board fees	101,485	-
	<u>261,307</u>	<u>615,035</u>

In accordance with union's policy, all director's fees earned by any officers/employees who are directors of a company or trustee of a superannuation scheme due to their positions of the Health Services Union are paid directly to the Health Services Union with any related superannuation paid to the officers/employees superannuation fund.

Note 7. Employee benefits expense

	2023	2022
	\$	\$
Salaries and wages	11,875,328	10,812,288
Superannuation	1,292,839	1,150,484
Other employee expenses	1,088,778	1,321,449
	<u>14,256,945</u>	<u>13,284,221</u>

Note 8. Depreciation and amortisation expense

	2023	2022
	\$	\$
Depreciation - buildings	686,361	663,834
Depreciation - motor vehicles	358,213	377,473
Depreciation - furniture and fixtures	301,106	309,303
Depreciation - plant and equipment	142,706	150,694
Depreciation - right of use asset	5,917	-
	<u>1,494,303</u>	<u>1,501,304</u>

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 9. Other expenses

	2023	2022
	\$	\$
Motor vehicle expenses	485,393	402,439
Other expenses	490,462	361,786
	<u>975,855</u>	<u>764,225</u>

Note 10. Cash and cash equivalents

	2023	2022
	\$	\$
<i>Current assets</i>		
Cash on hand	4,353	4,811
Cash at bank	2,585,172	2,607,197
Cash on deposit	3,070,758	1,012,869
	<u>5,660,283</u>	<u>3,624,877</u>

Note 11. Trade and other receivables

	2023	2022
	\$	\$
<i>Current assets</i>		
Trade receivables	24,000	1,000
Accrued income	180,363	197,725
Defined benefit obligations	54,157	62,181
	<u>234,520</u>	<u>259,906</u>
Other receivables	26,356	17,239
	<u>284,876</u>	<u>278,145</u>

Note 12. Inventories

	2023	2022
	\$	\$
<i>Current assets</i>		
Finished goods - at cost	102,063	108,048

Note 13. Right-of-use assets

	2023	2022
	\$	\$
<i>Non-current assets</i>		
Office equipment - right-of-use	59,173	-
Less: Accumulated depreciation	(5,917)	-
	<u>53,256</u>	<u>-</u>

Additions to the right-of-use assets during the year were \$59,173.

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 13. Right-of-use assets (continued)

The Union leases plant and equipment under agreements of between 1 to 5 years.

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	Office equipment \$	Total \$
Balance at 1 July 2021	-	-
Balance at 30 June 2022	-	-
Additions	59,173	59,173
Depreciation expense	(5,917)	(5,917)
Balance at 30 June 2023	<u>53,256</u>	<u>53,256</u>

Note 14. Other financial assets

	2023 \$	2022 \$
<i>Current assets</i>		
Held to maturity financial assets	<u>-</u>	<u>2,049,831</u>

Note 15. Other assets

	2023 \$	2022 \$
<i>Current assets</i>		
Prepayments	1,820,825	1,156,639
Rental bonds	3,086	3,086
	<u>1,823,911</u>	<u>1,159,725</u>

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 16. Property, plant and equipment

	2023 \$	2022 \$
<i>Non-current assets</i>		
Land and buildings - at cost	7,792,538	8,378,752
Less: Accumulated depreciation	<u>(2,857,875)</u>	<u>(2,874,600)</u>
	4,934,663	5,504,152
Plant and equipment - at cost	896,752	896,419
Less: Accumulated depreciation	<u>(665,412)</u>	<u>(646,411)</u>
	231,340	250,008
Fixtures and fittings - at cost	6,285,975	6,244,243
Less: Accumulated depreciation	<u>(4,787,821)</u>	<u>(4,526,039)</u>
	1,498,154	1,718,204
Motor vehicles - at cost	1,552,107	1,441,592
Less: Accumulated depreciation	<u>(934,585)</u>	<u>(655,524)</u>
	617,522	786,068
	<u>7,281,679</u>	<u>8,258,432</u>

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	Buildings \$	Plant and equipment \$	Fixtures and fittings \$	Motor vehicles \$	Total \$
Balance at 1 July 2021	3,689,009	281,653	2,012,068	849,101	6,831,831
Additions	2,373,932	131,110	28,139	369,792	2,902,973
Disposals	(318,395)	(12,061)	(12,700)	(55,352)	(398,508)
Depreciation expense	<u>(240,394)</u>	<u>(150,694)</u>	<u>(309,303)</u>	<u>(377,473)</u>	<u>(1,077,864)</u>
Balance at 30 June 2022	5,504,152	250,008	1,718,204	786,068	8,258,432
Additions	-	138,730	81,056	201,328	421,114
Disposals	-	(14,692)	-	(11,661)	(26,353)
Transfers in/(out)	(309,070)	-	-	-	(309,070)
Depreciation expense	<u>(260,419)</u>	<u>(142,706)</u>	<u>(301,106)</u>	<u>(358,213)</u>	<u>(1,062,444)</u>
Balance at 30 June 2023	<u>4,934,663</u>	<u>231,340</u>	<u>1,498,154</u>	<u>617,522</u>	<u>7,281,679</u>

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 16. Property, plant and equipment (continued)

Valuation of properties

The following valuations of properties have been conducted:

	Valuation date	Fair value \$
Property		
Level 2, 109 Pitt Street Sydney (Lots 11 - 19)	11/04/2022	10,874,100
15 Meadow Way, Banksmeadow	01/04/2022	1,400,000
Suite 1307, 109 Pitt Street (Lot 45)	11/04/2022	2,409,124
Total property		<u>14,683,224</u>
Investment property		
Suite 804, 109 Pitt Street Sydney (Lot 34)	11/04/2022	899,000
Level 3, 109 Pitt Street Sydney (Lots 102 - 110)	11/04/2022	10,884,100
Level 9, 109 Pitt Street Sydney (Lots 164- 170)	11/04/2022	7,455,000
Level 10, 109 Pitt Street Sydney (Lots 55 - 60)	11/04/2022	4,956,000
Suite 1501, 109 Pitt Street Sydney (Lot 87)	11/04/2022	1,568,000
Suite 1003, 370 Pitt Street Sydney (Lot 50)	11/04/2022	1,200,000
Suite 1306, 109 Pitt Street Sydney (Lot 44)	11/04/2022	1,090,876
Suite 605, Level 6, 109 Pitt (Lot 27)	11/04/2022	1,093,371
Suite 601, Level 6, 109 Pitt (Lot 23)	11/04/2022	704,229
Suite 706, 109 Pitt Street Sydney (Lot 134)	11/04/2022	2,109,000
Suite 1406, 109 Pitt Street (Lot 52)	11/04/2022	1,280,000
Unit 5, 2-6 Hunter Street Parramatta	05/04/2022	1,700,000
Total investment property		<u>34,939,576</u>

All property valuations are done by John Van, AAPI Certified Practising Valuer, Registered Valuer No. 24300.

Note 17. Investment properties

	2023 \$	2022 \$
<i>Non-current assets</i>		
Property at cost	19,661,665	19,075,451
Less: Accumulated depreciation	<u>(6,528,145)</u>	<u>(5,825,059)</u>
	<u>13,133,520</u>	<u>13,250,392</u>

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	2023 \$	2022 \$
Balance at the beginning of the period	13,250,392	12,453,212
Additions	-	1,220,620
Depreciation	(425,942)	(423,440)
Transfer from Land and buildings	<u>309,070</u>	<u>-</u>
	<u>13,133,520</u>	<u>13,250,392</u>

The fair value of the investment property is \$34,939,576 refer to note 16.

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 18. Trade and other payables

	2023	2022
	\$	\$
<i>Current liabilities</i>		
Trade payables	253,591	294,883
Rental bonds collected	143,381	134,563
Income in advance	272,847	223,666
GST payable	148,188	155,277
Other payables	271,601	282,423
	<u>1,089,608</u>	<u>1,090,812</u>

Note 19. Lease liabilities

	2023	2022
	\$	\$
<i>Current liabilities</i>		
Lease liability	<u>13,913</u>	<u>-</u>
<i>Non-current liabilities</i>		
Lease liability	<u>39,797</u>	<u>-</u>

Refer to note 22 for further information on financial risk management.

Note 20. Employee benefits

	2023	2022
	\$	\$
<i>Current liabilities</i>		
Long service leave	1,093,457	1,177,517
Employee benefits	1,477,866	1,516,873
	<u>2,571,323</u>	<u>2,694,390</u>
<i>Non-current liabilities</i>		
Long service leave	112,562	90,207
Employee benefits*	-	-
	<u>112,562</u>	<u>90,207</u>

** Defined benefit plan*

Employees of the Union are entitled to benefits from superannuation plans on retirement, disability or death. The Union participated in twelve employer-sponsored superannuation plans. Two of these, State Authorities Superannuation Scheme (SASS) and State Authorities Non-contributory Superannuation Scheme (SANCS) are defined benefit plans. The following sets out details in respect of the defined benefit Superannuation plans only.

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 20. Employee benefits (continued)

Reconciliation of the Net Defined Benefit Liability/(Asset)

The amounts included in the Statement of Financial Position as net liability Defined Benefits Superannuation Plans are as follows:

	2023	2022
	\$	\$
Net defined benefit liability at start of year	(62,181)	(36,453)
Current service cost	6,677	22,070
Net interest on the net defined benefit liability	(2,294)	(547)
Actual return on fund assets less interest income	(215,924)	98,676
Actuarial losses arising from changes in financial assumptions	(67,927)	(567,989)
Actuarial losses arising from liability experience	22,580	82,068
Adjustment for effect of asset ceiling	264,912	339,994
	<u>(54,157)</u>	<u>(62,181)</u>

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 20. Employee benefits (continued)

Reconciliation of the fair value of fund assets

	2023	2022
	\$	\$
Beginning of the year	3,909,778	4,032,727
Interest income	142,037	59,662
Actual return on Fund assets less interest income	215,924	(98,676)
Contributions by participants	19,440	18,112
Benefits paid	(115,980)	(112,885)
Taxes, premiums & expenses paid	(11,822)	10,838
	<u>4,159,377</u>	<u>3,909,778</u>

Reconciliation of the defined benefit obligation

	2023	2022
	\$	\$
Present value of defined benefit obligations at beginning of the year	3,507,660	3,996,275
Current service cost	6,677	22,070
Interest cost	127,197	59,115
Contributions by participants	19,440	18,112
Actuarial losses arising from changes in financial assumptions	(67,927)	(567,989)
Actuarial losses arising from liability experience	22,580	82,068
Benefits paid	(115,980)	(112,885)
Taxes, premiums & expenses paid	(11,822)	10,894
Present value of defined benefit obligations at end of the year	<u>3,487,825</u>	<u>3,507,660</u>

Reconciliation of the effect of the Asset Ceiling

	2023	2022
	\$	\$
Adjustment for effect of asset ceiling at beginning of the year	339,994	-
Interest on the effect of asset ceiling	12,546	-
Change in the effect of asset ceiling	264,912	339,994
Adjustment for effect of asset ceiling at end of the year	<u>617,452</u>	<u>339,994</u>

The adjustment for the effect of asset ceiling has been determined based on the maximum economic benefit available to the entity in the form of reductions in future employer contributions.

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 20. Employee benefits (continued)

Fair value of fund assets

All Pooled Fund assets are invested by STC at arm's length through independent fund managers, assets are not separately invested for each entity and it is not possible or appropriate to disaggregate and attribute fund assets to individual entities. As such, the disclosures below relate to total assets of the Pooled Fund.

As at 30 June 2023

Asset category	Total (A\$'000)	Quoted prices in active markets for identical assets Level 1 (A\$'000)	Significant observable inputs Level 2 (A\$'000)	Unobservable inputs Level 3 (A\$'000)
Short term securities	5,330,816	2,896,493	2,434,323	-
Australian Fixed Interest	100,350	-	100,350	-
International Fixed Interest	1,301,037	-	1,288,564	12,473
Australian Equities	9,678,103	4,352,503	796,671	4,528,929
International Equities	14,138,038	13,942,743	155,394	39,901
Property	769,724	-	-	769,724
Alternatives	6,059,199	179	1,206,068	4,852,952
Total	37,377,267	21,191,918	5,981,370	10,203,979

The percentage invested in each asset class at the balance sheet date:

	2023 %	2022 %
Short Term Securities	14.30	13.70
Australian Fixed Interest	0.30	0.70
International Fixed Interest	3.50	3.90
Australian Equities	25.90	17.70
International Equities	37.80	33.00
Property	2.10	6.40
Alternatives	16.10	24.60
	100.00	100.00

Level 1 - quoted prices in active markets for identical assets or liabilities. The assets in this level are listed shares; listed unit trusts.

Level 2 - inputs other than quoted prices observable for the asset or liability either directly or indirectly. The assets in this level are cash; notes; government, semi-government and corporate bonds; unlisted trusts where quoted prices are available in active markets for identical assets or liabilities.

Level 3 - inputs for the asset or liability that are not based on observable market data. The assets in this level are unlisted property; unlisted shares; unlisted infrastructure; distressed debt; hedge funds.

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 20. Employee benefits (continued)

Derivatives, including futures and options, can be used by investment managers. However, each manager's investment mandate clearly states that derivatives may only be used to facilitate efficient cashflow management or to hedge the portfolio against market movements and cannot be used for speculative purposes or gearing of the investment portfolio. As such managers make limited use of derivatives.

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

Fair value of entity's own financial instruments

The fair value of the Pooled Fund assets include as at 30 June 2023 zero (2022: \$36.8 million) in NSW government bonds.

Of the direct properties owned by the Pooled Fund:

- SAS Trustee Corporation occupies part of a property 100% owned by the Pooled Fund with a fair value of \$338 million (30 June 2022: \$362 million).
- Health Administration Corporation occupies part of a property 50% owned by the Pooled Fund with a fair value (100% interest) of \$570 million (30 June 2022: \$540 million).

Significant actuarial assumptions at the reporting date

Description	30 June 2023	30 June 2022
Discount rate	4.07% pa	3.69% pa
Salary increase rate (excluding promotional increases)	4.45% for 23/24, 2.95% for 24/25, 2.74% for 25/26, 3.20% pa thereafter	3.15% for 22/23, 3.62% for 23/24, 2.87% for 24/25, 2.74% for 25/26, 3.2% pa thereafter
Rate of CPI increase	6.65% for 22/23, 3.50% for 23/24; 2.50% pa thereafter	4.00% for 21/22; 5.50% for 22/23; 3.00% for 23/24 and 24/25; 2.75% for 25/26 and 26/27; 2.50% pa thereafter
Pensioner mortality	The pensioner mortality assumptions are those used for the 2021 Actuarial Investigation of the Pooled Fund. These assumptions are disclosed in the actuarial investigation report on the trustee's website. The report shows the pension mortality rates for each age.	The pensioner mortality assumptions are those used for the 2021 Actuarial Investigation of the Pooled Fund. These assumptions are disclosed in the actuarial investigation report on the trustee's website. The report shows the pension mortality rates for each age.

Sensitivity analysis

The entity's total defined benefit obligation as at 30 June 2023 under several scenarios is presented below. The total defined benefit obligation disclosed is inclusive of the contribution tax provision which is calculated based on the asset level at 30 June 2023.

Scenarios A to F relate to sensitivity of the total defined benefit obligation to economic assumptions, and scenarios G and H relate to sensitivity to demographic assumptions.

Note 20. Employee benefits (continued)

Significant actuarial assumptions at the reporting date

	Base case	Scenario A -0.5% discount rate	Scenario B +0.5% discount rate
Discount rate	as above	as above-0.5% pa	as above+0.5% pa
Rate of CPI increase	as above	as above	as above
Salary inflation rate	as above	as above	as above
Defined benefit obligation (A\$)	3,487,826	3,618,559	3,366,004
	Base case	Scenario C +0.5% rate of CPI increase	Scenario D -0.5% rate of CPI increase
Discount rate	as above	as above	as above
Rate of CPI increase	as above	as above +0.5% pa	as above -0.5% pa
Salary inflation rate	as above	as above	as above
Defined benefit obligation (A\$)	3,487,826	3,581,602	3,400,335
	Base case	Scenario E +0.5% salary increase rate	Scenario F -0.5% salary increase rate
Discount rate	as above	as above	as above
Rate of CPI increase	as above	as above	as above
Salary inflation rate	as above	as above +0.5% pa	as above -0.5% pa
Defined benefit obligation (A\$)	3,487,825	3,527,218	3,450,198
	Base case	Scenario G Higher Mortality*	Scenario H Higher Mortality**
Defined benefit obligation (A\$)	3,487,826	3,517,721	3,484,028

*Assumes the short-term pensioner mortality improvement factors for years 2023-2026 also apply for years after 2026.

**Assumes the long-term pensioner mortality improvement factors for years post 2026 also apply from the years 2023 to 2026.

The defined benefit obligation has been recalculated by changing the assumptions as outlined above, whilst retaining all other assumptions.

Asset-Liability matching strategies

The Trustee monitors its asset-liability risk continuously in setting its investment strategy. It also monitors cashflows to manage liquidity requirements. No explicit asset-liability matching strategy is used by the Trustee.

Funding arrangements

Funding arrangements are reviewed at least every three years following the release of the triennial actuarial review. Contribution rates are set after discussions between the employer, STC and NSW Treasury.

Funding positions are reviewed annually and funding arrangements may be adjusted as required after each annual review.

Employer contributions

	2023	2022
	\$	\$
Expected employer contributions to be paid in the next reporting period	-	-
<i>Surplus/deficit</i>		

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 20. Employee benefits (continued)

The following is a summary of the 30 June 2023 financial position of the Fund calculated in accordance with AASB 1056 "Financial Reporting by Superannuation Entities."

	2023	2022
	\$	\$
Accrued benefits	2,911,450	(1,374,448)
Net market value of Funds assets	<u>(4,159,435)</u>	<u>(3,909,835)</u>
Net deficit	<u>(1,247,985)</u>	<u>(5,284,283)</u>

Contribution recommendations

Recommended contribution rates for the Union are:

Multiple of member contributions	% member salary
n/a	n/a

Funding method

Contribution rates are set after discussions between the employer, STC and NSW Treasury.

Economic assumptions

The economic assumptions adopted for the 30 June 2023 actuarial investigation of the Pooled Fund are:

Weighted average assumptions	30 June 2023	30 June 2022
Expected rate of return on Fund assets backing current pension liabilities	7.0% pa	7.0% pa
Expected rate of return of Funds assets backing other liabilities	6.2% pa	6.2% pa
Expected salary increase rate (excluding promotional salary increases)	4.45% for 23/24, 2.95% for 24/25, 2.74% for 25/26, 3.20% pa thereafter	3.15% for 22/23, 3.62% for 23/24, 2.87% for 24/25, 2.74% for 25/26 and 3.2% pa thereafter
Expected rate of CPI increase	6.65% for 22/23; 3.50% for 23/24; 3.00% for 24/25; 2.50% pa thereafter	4.8% for 21/22 and 2.5% pa thereafter

Nature of asset/liability

If a surplus exists in the employer's interest in the Fund, the employer may be able to take advantage of it in the form of a reduction in the required contribution rate, depending on the advice of the Fund's actuary.

Where a deficiency exists, the employer is responsible for any difference between the employer's share of Fund assets and the defined benefit obligation.

Maturity profile

The weighted average duration of the defined benefit obligation is 9.1 years (2022: 9.8 years).

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 21. Retained earnings

	2023	2022
	\$	\$
Retained earnings at the beginning of the financial year	24,854,041	23,513,718
Movement in actuarial gains	<u>(8,019)</u>	<u>25,728</u>
Retained earnings at the beginning of the financial year - restated (Deficit)/surplus for the year	24,846,022	23,539,446
	<u>(333,637)</u>	<u>1,314,595</u>
Retained earnings at the end of the financial year	<u><u>24,512,385</u></u>	<u><u>24,854,041</u></u>

Note 22. Financial risk management

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

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

The total for each category of financial instruments, measured in accordance with AASB 9 as detailed in the accounting policies to these financial statements, are as follows:

	2023	2022
	\$	\$
Financial Assets		
Cash and cash equivalents	5,660,283	3,624,877
Loans and receivables	284,876	278,145
Other financial assets	-	2,049,831
Total financial assets	<u>5,945,159</u>	<u>5,952,853</u>
Financial Liabilities		
Financial liabilities at amortised cost		
Trade and other payables	<u>1,089,608</u>	<u>1,090,812</u>

Financial risk management policies

The Union Council has overall responsibility for the establishment of Health Services Union NSW's financial risk management framework.

The day-to-day risk management is carried out by Health Services Union NSW's finance function under policies and procedures which have been approved by the Union. The Chief Financial Officer has been delegated the authority for designing and implementing processes which follow the policies and procedures. This includes monitoring the levels of exposure to interest rate and foreign exchange rate risk and assessment of market forecasts for interest rate movements.

The Union does not actively engage in the trading of financial assets for speculative purposes nor does it write options.

Credit risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss to Health Services Union NSW and arises principally from Health Services Union's receivables.

The receivables of the Health Services Union NSW are with lessees and members. Bank guarantees are in place to secure the receivables from lessees and member fees are automatically deducted as part of their salary and wages.

Liquidity risk

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

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 22. Financial risk management (continued)

- preparing forward-looking cash flow analysis in relation to its operational, investing and financial activities which are monitored on a monthly basis;
- using interest rate swaps to manage interest payments;
- monitoring undrawn credit facilities;
- 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.

Typically, Health Services Union NSW ensures that it has sufficient cash on demand to meet expected operational expenses for a period of 60 days.

Liquidity Risk - Asset maturity analysis

The table below reflect maturity analysis for financial assets.

	2023	2022
	\$	\$
Financial assets - cash flows realisable within one year		
Cash and cash equivalents	5,660,283	3,624,877
Trade, term and loans receivables	284,876	278,145
Held-to-maturity investments	-	2,049,831
	<u>5,945,159</u>	<u>5,952,853</u>

The timing of cash flows presented in the table to settle financial liabilities reflects the earliest contractual settlement dates and does not reflect management's expectations that banking facilities will be rolled forward. The amounts disclosed in the table are the undiscounted contracted cash flows and therefore the balances in the table may not equal the balances in the statement of financial position due to the effect of discounting.

The table below reflects an undiscounted contractual maturity analysis for financial liabilities.

Financial liability maturity analysis

	2023	2022
	\$	\$
Financial liabilities due for payment within one year		
Trade and other payables (excluding estimated annual leave)	1,089,608	1,090,812
Total contractual outflows	<u>1,089,608</u>	<u>1,090,812</u>

The timing of expected outflows is not expected to be materially different from contracted cashflows, with the exception of the borrowings in the year ended 30 June 2023. They were classified as current liabilities due to the Union not having an unconditional right to defer settlement beyond 12 months.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices.

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.

Note 22. Financial risk management (continued)

Financial instrument composition and maturity analysis

The Union's exposure to interest rate risk, which is the risk that a financial instruments value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on classes of financial assets and financial liabilities, is as follows:

2023	Weighted average interest rate %	1 year or less \$	Between 1 and 2 years \$	Between 2 and 5 years \$	Over 5 years \$	Not-interest bearing \$	Remaining contractual maturities \$
Financial assets							
Cash and cash equivalents	-	-	-	-	-	5,660,283	5,660,283
Held-to-maturity investments	-	-	-	-	-	-	-
Total non-derivatives		-	-	-	-	5,660,283	5,660,283

2022	Weighted average interest rate %	1 year or less \$	Between 1 and 2 years \$	Between 2 and 5 years \$	Over 5 years \$	Not-interest bearing \$	Remaining contractual maturities \$
Financial assets							
Cash and cash equivalents	-	-	-	-	-	3,624,877	3,624,877
Held-to-maturity investments	0.45%	2,049,831	-	-	-	-	2,049,831
Total non-derivatives		2,049,831	-	-	-	3,624,877	5,674,708

Note 23. Fair value measurement

The Union measures the following assets and liabilities at fair value on a recurring basis:

- Financial liabilities - interest rate swap.
- All other financial assets and financial liabilities the fair value approximates the carrying amount.

Fair value hierarchy

The following tables detail the incorporated association's assets and liabilities, measured or disclosed at fair value, using a three level hierarchy, based on the lowest level of input that is significant to the entire fair value measurement, being:

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date

Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly

Level 3: Unobservable inputs for the asset or liability

2023	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Assets				
Buildings (note 16)	-	-	14,683,224	14,683,224
Investment properties (note 16)	-	-	34,939,576	34,939,576
Total assets	-	-	49,622,800	49,622,800

There were no transfers between levels during the financial year.

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 24. Key management personnel disclosures

Compensation

The aggregate compensation made to Accounting officers and other members of key management personnel of the incorporated association is set out below:

	2023	2022
	\$	\$
Short-term employee benefits	2,513,583	1,954,025
Long-term benefits	53,540	49,483
Post-employment benefits	<u>262,607</u>	<u>143,385</u>
	<u><u>2,829,730</u></u>	<u><u>2,146,893</u></u>

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 24. Key management personnel disclosures (continued)

Name of officers

The following persons were Officers of HSU NSW during all or part of the year ending 30 June 2023.

Names of responsible persons

Name	Position	Status
Mark Sterrey	President	Re-elected 4 August 2022
Lindy Twyford	Senior Vice President	Re-elected 4 August 2022
	Member of Audit & Finance Committee	
Tess Oxley	Junior Vice President	Elected 4 August 2022
Gerard Hayes	Secretary	Re-elected 4 August 2022
Lynne Russell	Assistant Secretary/Treasurer	Re-elected 4 August 2022
Lauren Hutchins	Assistant Secretary	Elected 4 August 2022
Doris Borg	Ordinary Member of Union Committee	Elected 4 August 2022
Kim Hadson	Ordinary Member of Union Committee	Re-elected 4 August 2022
	Member of Union Council (Western NSW LHD)	
Helen Platt	Ordinary Member of Union Committee	Elected 4 August 2022
Laycombe Reilly	Ordinary Member of Union Committee	Re-elected 4 August 2022
Melissa Todhunter	Ordinary Member of Union Committee	Re-elected 4 August 2022
Michael Callinan	Member of Union Council; (Ambulance)	Re-elected 4 August 2022
	Member of Audit & Finance Committee	
Joan Catlin	Member of Union Council; (Southern NSW LHD)	Re-elected 4 August 2022
	Member of Audit & Finance Committee	
Gillian Kay-Powers	Member of Union Council (Illawarra-Shoalhaven LHD)	Re-elected 4 August 2022
	Member of Audit & Finance Committee	
Toni Winters	Member of Audit & Finance Committee	Re-elected 4 August 2022
Robert Aney	Member of Audit & Finance Committee	Re-elected 4 August 2022
Bryan Billington	Member of Union Council (Western NSW LHD)	Re-elected 4 August 2022
Morris Coffey	Member of Union Council (Private Hospitals)	Elected 4 August 2022
Alison Curry	Member of Union Council (Aged Care)	Elected 4 August 2022
Virginia Ellis	Member of Union Council (Aged Care)	Elected 4 August 2022
Debbie Everett	Member of Union Council (Far West LHD)	Elected 4 August 2022
Leanne Gallagher	Member of Union Council (Aged Care)	Elected 4 August 2022
Edalina Hondros	Member of Union Council (South Western LHD)	Resigned 14 March 2023
Paul Jones	Member of Union Council (Aged Care)	Re-elected 4 August 2022
Renee Jones	Member of Union Council (Central Coast LHD)	Elected 4 August 2022
Jeffrey Knee	Member of Union Council (Hunter New England LHD)	Re-elected 4 August 2022
John Lawrence	Member of Union Council (Western Sydney LHD)	Re-elected 4 August 2022
William Oddie	Member of Union Council (Northern NSW LHD)	Re-elected 4 August 2022
Donna Russell	Member of Union Council (Hunter New England LHD)	Re-elected 4 August 2022
Bruce Rowling	Member of Union Council (Northern Sydney LHD)	Re-elected 4 August 2022
Tim Salutos	Member of Union Council (South Eastern Sydney LHD)	Elected 4 August 2022
Sharon Seaton	Member of Union Council (Murrumbidgee LHD)	Elected 4 August 2022
Andrew Teece	Member of Union Council (Nepean Blue Mountains LHD)	Re-elected 4 August 2022
Walter Towney	Member of Union Council (Health Managers)	Elected 4 August 2022
		Resigned 10 March 2023

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 24. Key management personnel disclosures (continued)

Other key management personnel

The following persons also had authority and responsibility for planning, directing and controlling the activities of Health Services Union NSW during the financial year.

Gerard Hayes	Secretary	
Lynne Russell	Assistant Secretary/Treasurer	
Lauren Hutchins	Assistant Secretary	
Ben Chapman	Chief of Staff	terminated 13 December 2022
Angela Nigro	Chief Financial Officer	
Ayshe Lewis	Industrial & Employee Services Manager	terminated 12 May 2023
Stuart Hatter	Divisional Secretary - Ambulance	
Gabe Kavanagh	Divisional Secretary - Public Health	
Josh Howarth	Divisional Secretary - Private Health	
Adam Hall	Divisional Secretary - Political	
Edmund Fry	Manager, Industrial Services	
Rachel Collier	Membership & Administration Manager	terminated 24 April 2023
Joanne Gad	Business Analyst Manager	terminated 16 June 2023
Jamila Gherjestani	Industrial Services Manager	terminated 24 January 2023
Christopher Friend	Divisional Secretary - Aged Care & Disabilities	
Janaki Puvanarajah	Division Manager - Finance	
Arash Roozbehan	IT Services Manager	

All of the above persons were also key management persons during the year ended 30 June 2023.

Note 25. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by Nexia Sydney Audit Pty Ltd, the auditor of the incorporated association:

	2023	2022
	\$	\$
<i>Audit services - Nexia Sydney Audit Pty Ltd</i>		
Audit of the financial statements	48,900	47,500
<i>Other services - Nexia Sydney Audit Pty Ltd</i>		
Completion of financial statements	6,900	6,600
Other services	1,800	2,650
	<u>8,700</u>	<u>9,250</u>
	<u>57,600</u>	<u>56,750</u>

Note 26. Contingent assets

Health Services Union NSW does not have any contingent assets at the end of the reporting period.

Note 27. Contingent liabilities

Health Services Union NSW does not have any contingent liabilities at the end of the reporting period.

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 28. Capital and leasing commitments

	2023 \$	2022 \$
<i>Lease commitments - operating</i>		
Committed at the reporting date but not recognised as liabilities, payable:		
Within one year	2,552	3,146
More than five years	-	-
	<u>2,552</u>	<u>3,146</u>

Operating leases are in place for computer equipment.

Note 29. Related party transactions

Parent entity

Health Services Union NSW is the parent entity.

Key management personnel

Disclosures relating to key management personnel are set out in note 24.

Transactions with related parties

The following transactions occurred with related parties:

	2023 \$	2022 \$
Sale of goods and services:		
Service fee charged to the HSU NSW Branch	840,000	880,000
Payment for goods and services:		
Payment of capitation fees to HSU NSW Branch	1,167,610	1,192,160
Subscription expenses paid to HSU National office	2,120	2,110
National executive meeting travel expenses charged by HSU NSW Branch to HSU NSW	1,386	435
Aged care campaign advertising expenditure paid to HSU National Office	19,186	4,676
Aged care polling by JWS Research Pty Ltd paid to HSU National Office	5,000	25,024
Other transactions:		
Membership subscriptions belonging to HSU NSW Branch received from HSU NSW	23,199	131
Membership subscriptions belonging to HSU NSW received from HSU NSW Branch	30,000	1,053
National executive travel expenses reimbursed by HSU National office	10,688	1,619
Aware Super board fees paid to HSU NSW Branch	-	81,833
National Council Conference travel expenses reimbursed by HSU NSW Branch to HSU NSW	4,044	-
Redistribution of surplus funds by HSU National Office	-	142,233

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

Terms and conditions

All transactions were made on normal commercial terms and conditions and at market rates.

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 30. Lessor commitments

Operating lease commitments receivable - Union as lessor

Health Services Union NSW leases out its investment property (see note 17) under commercial leases. These noncancellable leases have terms between 1 and 6 years. All leases include provisions for Health Services Union NSW to increase rent to CPI of 4% per annum with current market rental assessments performed regularly in accordance with the lease agreements.

The future minimum lease payments under non-cancellable leases are:

	2023	2022
	\$	\$
- not later than one year	871,721	861,153
- between one year and five years	500,358	746,344
Total minimum lease payments	<u>1,372,079</u>	<u>1,607,497</u>

Note 31. Events after the reporting period

No matter or circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the Union's operations, the results of those operations, or the Union's state of affairs in future financial years.

Note 32. Reconciliation of (deficit)/surplus to net cash from operating activities

	2023	2022
	\$	\$
(Deficit)/surplus for the year	(333,637)	1,314,595
Adjustments for:		
Depreciation and amortisation	1,494,303	1,501,304
Net gain on disposal of property, plant and equipment	(46,235)	(398,950)
Change in operating assets and liabilities:		
Decrease/(increase) in inventories	5,985	(70,804)
Change in trade and other receivables	(32,117)	43,771
Change in other assets	(646,824)	457,841
Decrease in other provisions	-	(11,176)
Change in trade and other payables	(1,204)	94,696
Change in employee benefits	(100,712)	307,467
Net cash from operating activities	<u>339,559</u>	<u>3,238,744</u>

Note 33. Capital management

The Council controls the capital of Health Services Union NSW in order to ensure the entity continues as a going concern as well as ensuring that sufficient cash flows are available to fund benefits for its members. Capital consists of financial liabilities supported by financial assets of Health Services Union NSW.

Health Services Union NSW effectively manages the Union's capital by assessing the Union's financial risk and responding to changes in these risks and in the market. These responses may include the consideration of debt levels.

There have been no changes in the strategy adopted by management during the year.

Health Services Union NSW
Notes to the financial statements
30 June 2023

Note 34. Union details

The registered office and principal place of business of the Union is:

Health Services Union NSW

Level 2

109 Pitt Street

SYDNEY NSW 2000

Note 35. General information

The financial report covers Health Services Union NSW ('the Union') as an individual not-for-profit entity, incorporated and domiciled in Australia. The Union is an organisation of employees registered under the New South Wales Industrial Relations Act 1996. In accordance with the Act the Union is a body corporate and has perpetual succession. By virtue of this method of incorporation, the Union is not subject to the Corporations Act 2001.

The financial report of the Health Services Union NSW for the period ended 30 June 2023 was authorised for issue in accordance with a resolution of the Union Council ('the Council') on 30 August 2023. The Union has the power to amend and reissue the financial statements.

Independent Auditor's Report to the Members of Health Services Union NSW

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Health Services Union NSW (the Union), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Council' declaration.

In our opinion, the accompanying financial report of the Union is in accordance with the Industrial Relations Act 1996, including:

- i) giving a true and fair view of the Union's financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- ii) complying with Australian Accounting Standards and Section 510 of the Industrial Relation Act NSW (1991), as applied by Section 282 (3) of the Industrial Relations Act 1996.

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 & 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 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.

Other information

The Council are responsible for the other information. The other information comprises the information in Health Services Union NSW's annual report for the year ended 30 June 2023, but does not include the financial report and the auditor's report thereon. Our opinion on the financial report does not cover the other information and 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 the other information we are required to report that fact. We have nothing to report in this regard.

Council' responsibility for the financial report

The Council of the Union are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Industrial Relations Act 1996 and for such internal control as the Council 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 Council are 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 Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibility for the audit of the financial report

Our objectives are 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 the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, the auditor exercises professional judgement and maintains professional scepticism throughout the audit. The auditor also:

- Identifies and assesses the risks of material misstatement of the financial report, whether due to fraud or error, designs and performs audit procedures responsive to those risks, and obtains audit evidence that is sufficient and appropriate to provide a basis for the auditor's 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.
- Obtains 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 entity's internal control.
- Evaluates the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by those charged with governance.
- Concludes on the appropriateness of those charged with governance'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 entity's ability to continue as a going concern. If the auditor concludes that a material uncertainty exists, the auditor is required to draw attention in the auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify the auditor's opinion. The auditor's conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluates 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.

Nexia Sydney Audit Pty Ltd



Brett Hanger

Director

AA2017/225

Dated: 30 August 2023