

AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION

NATIONAL OFFICE

ABN 28 921 128 419

FINANCIAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2025

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

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**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE
FINANCIAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2025**

Operating Report

This Operating Report covers:

- The activities of the Australian Rail, Tram & Bus Industry Union, National Office, Australian Rail, Tram & Bus Industry Union, Tasmanian Branch for the financial year ended 31 December 2025, and Aakira Pty Ltd T/A Training Ahead Australia (a wholly owned controlled entity);
- The results of those activities; and
- Any significant changes in the nature of those activities as required under *section 254 Fair Work (Registered Organisations) Act 2009*.

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

Activities
Making agreements with employers
Implementation of the Decisions of the National Executive and National Council
Implementation of the Union's organising agenda, including direct assistance and strategic advice on particular industry or site organising projects, the training and development of officials and assistance to branches on planning and resourcing campaigns
Industrial support including representation of individual members grievances advice on legal and legislative matters, holding of union elections as provided for in the rules of the union, and responding to the needs of branches and members as provided for within the rules of the union, within the scope of any statutory or legal obligations
The administration of federal awards, the certification of federal industrial agreements, the variations of awards following major test cases, and making application to vary federal awards on behalf of branches
National media and communications to members, branches and the broader community via media release in support of campaigns, web-based technology, including the national bulletin Transport for NOW
Coordination of and negotiation of key national industries and assistance to branches on bargaining by request
The National Office has consulted with the ACTU on the development of claims to be pursued in the FWC and union policy in general. Where appropriate, the National Office has assisted branches in the implementation of relevant decision via the variation of the awards
The National Office has been involved in campaigns and negotiations with government, political parties and industry organisations including with financial donations and/or other support around issues of importance for members, e.g. EBA negotiations, training, skills, shortages and fatigue laws
Aakira Pty Ltd T/A Training Ahead Australia (TAA) is a training provider for rail owners and Tier 1 contractors, specialising in rail sector training. Its primary objective being to improve safety standards by combining industry experience and innovative training strategies. It is a registered training organisation (RTO No 45462)

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2. Significant Changes in Activities

There are no significant changes in the activities for the financial year occurred.

3. Significant Changes in Financial Affairs

There are no significant changes in the financial affairs for the financial year, except as noted in Note 36 pertaining to the sale of the Training Ahead Australia business.

4. Right of Members to Resign

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

14 - RESIGNATION FROM MEMBERSHIP

- (1) *A member may resign from membership of the Union by written notice addressed and delivered to the Secretary of his/her Branch.*
- (2) *A notice of resignation from membership of the Union takes effect:*
 - (a) *where the member ceases to be eligible to become a member of the Union:*
 - (i) *on the day on which the notice is received by the Union;
or*
 - (ii) *on the day specified in the notice, which is a day not earlier than the day when the member ceases to be eligible to become a member;
whichever is later; or*
 - (b) *in any other case:*
 - (i) *at the end of two weeks, or*
 - (ii) *on the day specified in the notice; whichever is later.*
- (3) *Any subscriptions, fees, fines and levies owing but not paid by a former member of the Union in relation to a period before the member's resignation took effect, may be sued for and recovered in the name of the Union in a court of competent jurisdiction, as a debt due to the Union.*

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4. Right of Members to Resign (cont'd)

- (4) *A notice delivered to the Branch Secretary shall be deemed to have been received by the Union when it was delivered.*
- (5) *A notice of resignation that has been received by the Union is not invalid because it was not addressed and delivered to the Branch Secretary.*
- (6) *A resignation from membership of the Union is valid even if it is not effected in accordance with this Rule, if the member is informed in writing by or on behalf of the Union that the resignation has been accepted.*
- (7) *If a financial member retires from employment permanently or changes employment to a position not covered under these rules by the Union, the member shall be entitled to transfer to the status of Health Fund Member.*

5. There are no officers or members who are superannuation fund trustees(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.

6. Number of members

There were 35,178 members of the union as of 31 December 2025.

7. Number of employees

As at 31 December 2025, the National Office employed 10 full time employees and 2 casual employees.

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

The following persons were members of the National Executive, during the year ending 31st December 2025

Alexander Claassens	National Secretary	01/01/2025 – 31/12/2025
Shayne Kummerfeld	Assistant National Secretary	01/01/2025 – 31/12/2025
Victor Moore	National President	01/01/2025 – 31/12/2025
James Styles	National Vice – President (Rail)	01/01/2025 – 31/12/2025
William Lekkas	National Vice – President (Road)	01/01/2025 – 31/12/2025
Leanne Holmes	National Vice – President (Affirmative Action)	01/01/2025 – 31/12/2025
Toby Warnes	Branch Secretary - New South Wales	01/01/2025 – 31/12/2025
Vikrant Sharma	Branch Secretary - Victorian	01/01/2025 – 31/12/2025
Byron Cubit	Branch Secretary - Tasmanian	01/01/2025 – 8/11/2025
Mark Dunsby	Branch Secretary - Tasmanian	9/11/2025 – 31/12/2025
Peter Allen	Branch Secretary - Queensland	01/01/2025 – 31/12/2025
Darren Phillips	Branch Secretary – South Australia and Northern Territory	01/01/2025 – 31/12/2025
Joshua Dekuyer	Branch Secretary – Western Australia	01/01/2025 – 31/12/2025

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8. Names of committee of management members and period positions held during the financial year (cont'd)

Darren Galea	Assistant National Secretary Rail Operations	01/01/2025 – 31/12/2025
Greg Tatnell	Assistant National Secretary Fleet Manufacture, Overhaul, Maintenance and Service	01/01/2025 – 31/12/2025
Trent Howard	Assistant National Secretary Infrastructure	01/01/2025 – 31/12/2025
Phil Altieri	Assistant National Secretary Tram and Bus	01/01/2025 – 31/12/2025
Noel Morris	Assistant National Secretary Administrative, Supervisory, Technical and Professional	01/01/2025 – 31/12/2025
Keith McMahon	Assistant National Secretary Locomotive	01/01/2025 – 31/12/2025
Tom Brown	Qld Branch Delegate	01/03/2025 – 31/12/2025
Craig Turner	NSW Branch Delegate	01/01/2025 – 31/12/2025
Farren Campbell	NSW Branch Delegate	01/01/2025 – 31/12/2025
Cathy Birch	VIC Branch Delegate	01/01/2025 – 31/12/2025
Dave Esqueria	VIC Branch Delegate	01/01/2025 – 31/12/2025
David Babineau	NSW Branch Delegate	01/01/2025 – 31/12/2025
Stef Whyte	QLD Branch Delegate	01/01/2025 – 19/07/2025
Clarissa Koeleman	QLD Branch Delegate	15/10/2025 – 31/12/2025

9. Subsequent Events

There are no other subsequent events to report.



Signature of designated officer:

Name and title of designated officer:


Alexander Claassens
National Secretary of the Australian Rail, Tram and Bus Industry Union

Dated: 24 April 2026

**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE
REPORT REQUIRED UNDER SUBSECTION 225 (2A)
FOR THE YEAR ENDED 31 DECEMBER 2025**

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

Categories of expenditures	2025	2024
	\$	\$
Remuneration and other employment-related costs and expenses - employees	3,490,393	3,603,844
Advertising	9,580	13,598
Operating costs	3,728,340	3,359,464
Donations to political parties	256,027	72,395
Legal costs	106,066	609,935
Total	7,590,406	7,659,236

Signature of designated officer: 

Alexander Claassens
National Secretary of the Australian Rail, Tram and Bus Industry Union

Dated: 24 April 2026

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COMMITTEE OF MANAGEMENT STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2025

On 24 April 2026, the Committee of Management of the Australian Rail, Tram & Bus Industry Union National Office passed the following resolution in relation to the general purpose financial report (GPFR) of the reporting unit for the financial year ended 31 December 2025:

The Committee of Management declared that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that National Office will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the Committee of Management were held in accordance with the rules of the organisation including the rules of the National Office; and
 - (ii) the financial affairs of the National Office have been managed in accordance with the rules of the organisation including the rules of the National Office; and
 - (iii) the financial records of the National Office have been kept and maintained in accordance with the RO Act; and
 - (iv) the financial records of the National Office have been kept, as far as practicable, in a consistent manner with each of the other branches of the organisation; and
 - (v) where information has been sought in any request by a member of the Australian Rail, Tram and Bus Industry Union (ARTBIU) or the General Manager – Fair Work Commission duly made under section 272 of the RO Act, that information has been provided to the member or the General Manager; and
 - (vi) no orders for inspection of financial reports have been made by the Fair Work Commission under section 273 of the RO Act.

Signed by Alexander Claassens in accordance with such resolution as is passed by the Committee of Management.



Alexander Claassens

National Secretary of Australian Rail, Tram and Bus Industry Union

Dated: 24 April 2026

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STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2025

REVENUE	Note	2025 \$	2024 \$
Revenue from contracts with customers			
Membership subscriptions		-	-
Capitation fees and other revenue from another reporting unit	2A	2,734,043	2,609,966
Other sales of goods or services	2E	3,880,294	3,891,322
Revenue from recovery of wages activity		-	-
Total revenue from contracts with customers		6,614,337	6,501,288
Income from furthering objectives			
Grants and/or donations		-	42,632
Income recognised from volunteer services		-	-
Income recognised from transfers		-	-
Total income from furthering objectives		-	42,632
Income from other sources			
Investment Gains and Interest Income	2B	38,541	262,059
Sponsorship Income	2D	9,091	-
Other Income	2D	57,388	109,421
Unrealised Gains/(losses) on Financial Assets	2B	29,732	-
TOTAL REVENUE		6,749,089	6,915,400
EXPENSES			
Employee Expenses	3A	3,490,393	3,603,844
Affiliation Fees	3B	312,474	295,566
Administration Expenses	3C	1,994,209	1,481,949
Grants or Donations	3D	271,040	80,011
Cost of Sales		617,262	775,779
Depreciation and Amortisation	11 & 12	422,441	400,482
Legal Costs	3E	106,066	609,935
Audit Fees	24	33,200	36,400
Other Expenses	3G	338,694	374,533
Loss on Plant Disposal	2C	4,627	737
TOTAL EXPENSES		7,590,406	7,659,236
SURPLUS/(DEFICIT) FOR THE YEAR BEFORE TAX		(841,317)	(743,836)
INCOME TAX BENEFIT	4	29,882	(49,742)
SURPLUS/(DEFICIT) FOR THE YEAR AFTER TAX		(811,435)	(793,578)

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STATEMENT OF COMPREHENSIVE INCOME (continued)
FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2024
	\$	\$
Other comprehensive income	-	-
Total comprehensive income for the year	<u>(811,435)</u>	<u>(793,578)</u>

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STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2025

	Note	2025 \$	2024 \$
CURRENT ASSETS			
Cash and Cash Equivalents	5	1,670,048	6,374,506
Trade and Other Receivables	6	1,018,402	1,449,957
Financial Assets	7	4,009,605	-
Other	8	185,819	165,883
TOTAL CURRENT ASSETS		<u>6,883,874</u>	<u>7,990,346</u>
NON CURRENT ASSETS			
Financial Assets	9	20	20
Property, Plant & Equipment	10	1,337,048	1,356,483
Courseware Development In Progress	11	50,851	99,723
Intangible Assets	12	4,822,654	4,840,574
TOTAL NON CURRENT ASSETS		<u>6,210,573</u>	<u>6,296,800</u>
TOTAL ASSETS		<u>13,094,447</u>	<u>14,287,146</u>
CURRENT LIABILITIES			
Trade and Other Payables	13	416,898	849,141
Borrowings	14	12,422	10,535
Provisions	16	507,481	617,448
ROU Lease Liability	15	218,470	151,113
Income Tax Payable		-	28,728
TOTAL CURRENT LIABILITIES		<u>1,155,271</u>	<u>1,656,965</u>
NON CURRENT LIABILITIES			
Trade and Other Payables	13	-	-
Borrowings	14	124,825	18,812
Provisions	16	13,829	2,236
ROU Lease Liability	15	112,548	109,724
TOTAL NON CURRENT LIABILITIES		<u>251,202</u>	<u>130,772</u>
TOTAL LIABILITIES		<u>1,406,473</u>	<u>1,787,737</u>
NET ASSETS		<u>11,687,974</u>	<u>12,499,409</u>
MEMBERS FUNDS			
Accumulated Surplus		10,907,974	11,719,409
Reserves		780,000	780,000
TOTAL MEMBERS FUNDS		<u>11,687,974</u>	<u>12,499,409</u>

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STATEMENT OF CHANGES IN EQUITY
AS AT 31 DECEMBER 2025

	Accumulated Surplus \$	Reserves \$	Total \$
Balance at 1 January 2024	12,503,628	780,000	13,283,628
Transfer of Tasmanian Branch Net Assets	9,359	-	9,359
Profit / (Loss) for the Year	(793,578)	-	(793,578)
Balance at 31 December 2024	11,719,409	780,000	12,499,409
Profit / (Loss) for the Year	(811,435)	-	(811,435)
Balance at 31 December 2025	10,907,974	780,000	11,687,974

NOTE TO THE STATEMENT OF CHANGES IN EQUITY

Note A – Compulsory Levy

Other than capitation fees, National Office receive no other levy.

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NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 DECEMBER 2025

	Note	2025 \$	2024 \$
CASH FLOW FROM OPERATING ACTIVITIES:			
Receipts from other reporting units	6	3,062,659	2,563,429
Other Income		4,059,508	3,794,907
Payments to other reporting units	13	(132,746)	(15,737)
Payments to suppliers and employees		(7,577,920)	(7,500,361)
Interest received		38,541	262,059
		<u>38,541</u>	<u>262,059</u>
Net cash provided/(used) by operating activities	18	<u>(549,958)</u>	<u>(895,703)</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Payment for plant and equipment and intangible assets		(51,728)	(761,659)
Courseware Development in Progress		(12,047)	(99,723)
Acquisition of Other Financial Assets		(3,979,873)	-
Proceeds on disposal of plant and equipment		-	1,000
		<u>-</u>	<u>1,000</u>
Net cash used in investing activities		<u>(4,043,648)</u>	<u>(860,382)</u>
CASH FLOW FROM FINANCING ACTIVITIES			
Rental payments relating to ROU liabilities		(218,752)	(209,792)
Proceeds/(Repayment) of borrowings		107,900	(10,535)
		<u>(110,852)</u>	<u>(220,327)</u>
Net increase/(decrease) in cash and cash equivalents held		(4,704,458)	(1,976,412)
Cash and cash equivalents at the beginning of the year		<u>6,374,506</u>	<u>8,350,918</u>
Cash and cash equivalents at the end of the year	5	<u>1,670,048</u>	<u>6,374,506</u>

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

1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

The consolidated financial statements of Australian Rail, Tram & Bus Industry Union, National Office for the financial year ended 31 December 2025 include Aakira Pty Ltd T/A Training Ahead Australia (a wholly owned controlled entity).

The financial statements are general purpose financial statements that has been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and the Fair Work (Registered Organisations) Act 2009.

For the purpose of preparing the general purpose financial statements, the Australian Rail, Tram and Bus Industry Union, National Office is a not-for-profit entity.

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 debt and equity financial assets (including derivative financial instruments) that have been measured at fair value either through other comprehensive income or profit or loss, and certain classes of property, plant and equipment and investment properties, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

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

Accounting Policies

(a) Principles of Consolidation

The consolidated financial statements incorporate all of the assets, liabilities and results of the parent entity and all of the subsidiaries (including any structured entities). Subsidiaries are entities the parent entity controls. The parent entity controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. A list of the controlled entities is provided in Note 19.

The assets, liabilities and results of all subsidiaries are fully consolidated into the financial statements of the Union from the date on which control is obtained by the Union. The consolidation of a subsidiary is discontinued from the date that control ceases. Intercompany transactions, balances and unrealised gains or losses on transactions between the Union and controlled entities are fully eliminated on consolidation. Accounting policies of subsidiaries have been changed and adjustments made where necessary to ensure uniformity of the accounting policies adopted by the Union.

Equity interests in a subsidiary not attributable, directly or indirectly, to the company are presented as “non-controlling interests”. The company initially measures non-controlling interests that are present ownership interests in subsidiaries and are entitled to a proportionate share of the subsidiary’s net assets on liquidation at either fair value or at the non-controlling interests’ proportionate share of the subsidiary’s net assets. Subsequent to initial recognition, non-controlling interests are attributed their share of profit or loss and each component of other comprehensive income. Non-controlling interests are shown separately within the equity section of the statement of financial position and statement of comprehensive income.

Business combinations occur where an acquirer obtains control over one or more businesses. A business combination is accounted for by applying the acquisition method, unless it is a combination involving entities or businesses under common control. The business combination will be accounted for from the date that control is obtained, whereby the fair value of the identifiable assets acquired and liabilities (including contingent liabilities) assumed is recognised (subject to certain limited exemptions).

NOTES TO THE FINANCIAL STATEMENTS
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(a) Principles of Consolidation (cont'd)

- Business combinations

When measuring the consideration transferred in the business combination, any asset or liability resulting from a contingent consideration arrangement is also included. Subsequent to initial recognition, contingent consideration classified as equity is not remeasured and its subsequent settlement is accounted for within equity.

Contingent consideration classified as an asset or liability is remeasured in each reporting period to fair value, recognising any change to fair value in profit or loss, unless the change in value can be identified as existing at acquisition date. All transaction costs incurred in relation to business combinations, other than those associated with the issue of a financial instrument, are recognised as expenses in profit or loss when incurred.

The acquisition of a business may result in the recognition of goodwill or a gain from a bargain purchase, except in circumstances of common control acquisitions.

- Goodwill

Goodwill is carried at cost less any accumulated impairment losses. Goodwill is calculated as the excess of the sum of:

- (i) the consideration transferred;
- (ii) any non-controlling interest (determined under either the full goodwill or proportionate interest method); and
- (iii) the acquisition date fair value of any previously held equity interest;

over the acquisition date fair value of net identifiable assets acquired.

The acquisition date fair value of the consideration transferred for a business combination plus the acquisition date fair value of any previously held equity interest shall form the cost of the investment in the separate financial statements.

Fair value re-measurements in any pre-existing equity holdings are recognised in profit or loss in the period in which they arise. Where changes in the value of such equity holdings had previously been recognised in other comprehensive income, such amounts are recycled to profit or loss.

The amount of goodwill recognised on acquisition of each subsidiary in which the company holds less than 100% interest will depend on the method adopted in measuring the non-controlling interest. The company can elect in most circumstances to measure the non-controlling interest in the acquiree either at fair value (full goodwill method) or at the non-controlling interest's proportionate share of the subsidiary's identifiable net assets (proportionate interest method). In such circumstances, the parent entity determines which method to adopt for each acquisition and this is stated in the respective notes to these financial statements disclosing the business combination.

Under the full goodwill method, the fair value of the non-controlling interest is determined using valuation techniques which make the maximum use of market information where available. Under this method, goodwill attributable to the non-controlling interest is recognised in the consolidated financial statements.

Goodwill on acquisition of subsidiaries is included in intangible assets. Goodwill on acquisition of associates is included in investments in associates.

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

(a) Principles of Consolidation (cont'd)

- **Goodwill**

Goodwill is tested for impairment annually and is allocated to the Union's cash-generating units or groups of cash-generating units, representing the lowest level at which goodwill is monitored and not larger than an operating segment. Gains and losses on the disposal of an entity include the carrying amount of goodwill related to the entity disposed of.

Changes in the ownership interests in a subsidiary that do not result in a loss of control are accounted for as equity transactions and do not affect the carrying amounts of goodwill.

(b) Income Tax

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

Its controlled entity; Aakira Pty Ltd is subject to income tax.

The charge for current income tax expense is based on the profit/(loss) for the period adjusted for any non-assessable or disallowed items. It is calculated using the tax rates that have been enacted or are substantially enacted by the 'statement of financial' position' date.

(c) Fair Value of Assets and Liabilities

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

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

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

To the extent possible, market information is extracted from either the principal market for the asset or liability (i.e. the market with the greatest volume and level of activity for the asset or liability) or, in the absence of such a market, the most advantageous market available to the entity at the end of the reporting period (i.e. the market that maximises the receipts from the sale of the asset or the payments made to transfer the liability, after taking into account transaction costs).

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

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

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

(d) Property Plant & Equipment

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

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

- **Depreciation**

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

The depreciation rates used for each asset are between 3% and 50% The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

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

(e) 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.

The 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 where a liability to make lease payments exists and right-of-use assets representing the right to use the underlying assets.

Right-of-use assets

The Union 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. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

If ownership of the leased asset transfers to the Union at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment.

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

(e) Leases (cont'd)

Lease liabilities

At the commencement date of the lease, the Union 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 Union and payments of penalties for terminating the lease, if the lease term reflects the Union 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, the Union uses the incremental borrowing rate. 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.

Short-term leases and leases of low-value assets

The Union's short-term leases are those that have a lease term of 12 months or less from the commencement. Lease payments on short-term leases and leases of low-value assets are recognised as an expense on a straight-line basis over the lease term.

(f) Impairment of Assets

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

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

(g) Investment Properties

Investment properties are properties held to earn rentals and/or for capital appreciation (including property under construction for such purposes). Investment properties are measured initially at cost, including transaction costs. Subsequent to initial recognition, investment properties are measured at fair value. Gains and losses arising from changes in the fair value of investment properties are included in profit or loss in the period in which they arise.

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

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

(h) Intangibles

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

	2025	2024
Website Development	2 to 3 years	2 to 3 years
Database and Software	2 to 5 years	2 to 5 years
ROU Asset	5 to 7 years	5 to 7 years

(i) Employee Entitlements

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

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

(j) Defined Superannuation Schemes

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

(k) Financial Instruments

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

Financial assets

Contract assets and receivables

A contract asset is recognised when the Union's right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on the Union's future performance or some other condition. A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

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

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

(k) Financial Instruments (cont'd)

Initial recognition and measurement

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

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

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

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

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

Subsequent measurement

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

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

Financial assets at amortised cost

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

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

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

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

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

(k) Financial Instruments (cont'd)

Financial assets at fair value through other comprehensive income

The Union measures debt instruments at fair value through other comprehensive income (**OCI**) if both of the following conditions are met:

- The financial asset is held within a business model with the objective of both holding to collect contractual cash flows and selling; 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.

For debt instruments at fair value through other comprehensive income, interest income, foreign exchange revaluation and impairment losses or reversals are recognised in profit or loss and computed in the same manner as for financial assets measured at amortised cost.

The remaining fair value changes are recognised in OCI. Upon derecognition, the cumulative fair value change recognised in OCI is recycled to profit or loss.

The Union's debt instruments at fair value through other comprehensive income includes investments in quoted debt instruments included under other non-current financial assets.

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

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

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

Derecognition

A financial asset is derecognised when:

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

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

(k) Financial Instruments (cont'd)

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

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

Offsetting

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

Impairment

Expected credit losses (ECLs)

(i) Debt instruments other than trade receivables

The Union recognises an allowance for ECLs for all debt instruments not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the reporting unit expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECLs are recognised in two stages:

- For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL).
- For those credit exposures for which 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 exposure, irrespective of the timing of the default (a lifetime ECL).

The Union considers a financial asset in default when internal or external information indicates that the Union is unlikely to receive the outstanding contractual amounts in full. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

(ii) Trade receivables

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

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

(k) Financial Instruments (cont'd)

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 Union's financial liabilities include trade and other payables.

Subsequent measurement

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

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

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

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

Financial liabilities at amortised cost

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

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

Derecognition

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

(l) Impairment of Assets

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

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

(l) Impairment of Assets (cont'd)

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

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

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

(m) Revenue

The Union enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of 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.

Capitation fees

Where the Union arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Union recognises the capitation fees promised under that arrangement when or as it transfers the contracted services.

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

Affiliation fees

Where the Union arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Union recognises the affiliation fees promised under that arrangement when or as it transfers the contracted services.

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

Levies

Levies paid by a member (or other party) in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Union transfers the contracted services.

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NOTES TO THE FINANCIAL STATEMENTS
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(m) Revenue (cont'd)

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

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

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

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

Income recognised from transfers

Where, as part of an enforceable agreement, the Union receives consideration to acquire or construct a non-financial asset such as property, plant and equipment to an identified specification and for the Union's own use, a liability is recognised for the obligation to acquire or construct the asset. Income is recognised as the obligation to acquire or construct the asset is satisfied, which is typically over time. The asset that is being acquired or constructed is recognised in accordance with the policy on property, plant and equipment.

Gains from sale of assets

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

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

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, 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 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 revenue in the period in which they are earned.

(m) Goods and Services Tax (GST)

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

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

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

(n) Comparatives

The financial statements include the consolidation of Aakira Pty Ltd (a wholly owned controlled entity) for the full year. When required by Accounting Standards and the Fair Work (Registered Organisation) Act 2009, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

(p) Adoption of new accounting standards

The Union has not adopted any new accounting standards in the financial year.

(q) Critical Accounting Estimates and Judgements

The Committee of Management evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data obtained both externally and within the Union. There are no significant estimates or judgements underpinning this financial report except:

- Key Estimates – Impairment
- The Union assesses impairment at each reporting date by evaluating conditions specific to it that may lead to the impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined and reflected in the financial report.

(r) Going Concern

The financial report has been prepared on a going concern basis which contemplates the realisation of assets and settlement of liabilities in the ordinary course of business.

The Committee of Management considered the going concern basis as appropriate for the following reason:

- The Union has incurred a loss this year, however it has a positive net asset position and is forecasting future surpluses.

No adjustments have been made in the financial report relating to the recoverability and classification of recorded asset values or to the amounts and classification of liabilities that might be necessary should the Union not continue as a going concern. The Union is not reliant on the financial support to any other reporting unit to continue as a going concern, nor has it provided financial support to any other reporting unit to enable them to continue as a going concern.

(s) Contingent liabilities and contingent assets

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported as required 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.

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

2 REVENUE AND INCOME

Disaggregation of revenue from contracts with customers

A disaggregation of the Group's revenue by type of arrangement is provided on the face of the Statement of Comprehensive Income. The table below also sets out a disaggregation of contract revenue by type of customer: -

	2025	2024
	\$	\$
Type of customer		
Members	-	-
Other reporting units	2,734,043	2,609,966
Government	-	-
Other parties	3,880,294	3,891,322
Total revenue from contracts with customers	<u>6,614,337</u>	<u>6,501,288</u>

Disaggregation of income for furthering activities

The table below also sets out a disaggregation of income for furthering objectives: -

	2025	2024
	\$	\$
Income funding sources		
Members	-	-
Other reporting units	-	-
Government	-	42,632
Other parties	-	-
Total income for furthering activities	<u>-</u>	<u>42,632</u>

Disaggregation of other income

The table below also sets out a disaggregation of other income of the Group: -

	2025	2024
	\$	\$
Income funding sources		
Members	-	-
Other reporting units	-	-
Government	-	-
Other parties	134,752	371,480
Total income for furthering activities	<u>134,752</u>	<u>371,480</u>

	2025	2024
	\$	\$
2A Revenue – Other Reporting Units		
NSW Branch	1,024,864	1,075,823
QLD Branch	601,501	458,501
SA & NT Branch	80,266	81,955
VIC Branch	687,176	701,553
TAS Branch	172,430	135,095
WA Branch	167,806	157,039
	<u>2,734,043</u>	<u>2,609,966</u>

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2A Revenue – Other Reporting Units (cont'd)	2025	2024
	\$	\$
Affiliation Fees		
NSW Branch	-	-
QLD Branch	-	-
SA & NT Branch	-	-
VIC Branch	-	-
TAS Branch	-	-
WA Branch	-	-
	<hr/>	<hr/>
	-	-
	<hr/>	<hr/>
	2025	2024
	\$	\$
Levies		
NSW Branch	-	-
QLD Branch	-	-
SA & NT Branch	-	-
VIC Branch	-	-
TAS Branch	-	-
WA Branch	-	-
	<hr/>	<hr/>
	-	-
	<hr/>	<hr/>
Total	2,734,043	2,609,966
	<hr/>	<hr/>
	2025	2024
	\$	\$
2B: Investment Income		
Interest Received	38,541	262,059
Unrealised Gains/(losses) on Financial Assets	29,732	-
	<hr/>	<hr/>
	68,273	262,059
	<hr/>	<hr/>
2C: Net Gain / (Loss) on Asset Disposal	(4,627)	(737)
Plant & Equipment and Vehicles	<hr/>	<hr/>
	(4,627)	(737)
	<hr/>	<hr/>
2D: Other Income	66,479	109,421
Sundry income	<hr/>	<hr/>
	66,479	109,421
	<hr/>	<hr/>
2E: Sales		
Trading Revenue – Aakira Pty Ltd	3,880,294	3,891,322
	<hr/>	<hr/>
	3,880,294	3,891,322
	<hr/>	<hr/>

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

3 EXPENSES

	2025	2024
	\$	\$
3A: Employee Expenses		
<i>Holders of Office:</i>		
Wages and Salaries	543,035	544,450
Superannuation	77,894	74,285
Leave and Other Entitlements	130,546	161,674
Retirement Benefit Expenses	-	-
Other Expenses	2,000	-
	753,475	780,409
 <i>Employees Other than Officeholders:</i>		
Wages and Salaries	2,643,071	2,719,558
Superannuation	248,212	278,351
Leave and Other Entitlements	(154,365)	(174,474)
Retirement Benefit Expenses	-	-
Other Expenses	-	-
	2,736,918	2,823,435
	3,490,393	3,603,844
 3B: Affiliation Fees		
ACTU	230,430	218,698
International Transport Workers Federation	67,590	59,267
Rail Industry Safety Standards Board	4,647	4,460
International Conference for Labor Solidarity	513	3,051
Australian People For Health Education & Development Abroad Inc – Union Aid Abroad - APHEDA	299	3,134
Australian Labor Party Tasmanian Branch	-	978
Tasmanian Labor	891	-
Unions NSW	5,000	-
Unions Tasmania	2,937	978
The Union Shopper	167	-
The McKell Institute	-	5,000
	312,474	295,566

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	2025	2024
	\$	\$
3C: Administration Expenses		
Fee/Allowances – Meeting and Conferences		
Attendance	-	-
Conference and Meeting Expenses		
Accommodation	179,476	1,290
Airmiles & Travelling Expenses	248,238	330,410
Conference and Meetings	176,455	53,177
National Executive & Council Costs	7,914	13,711
Accountancy – Other Accountants	159,086	126,662
Bank Charges & Fees	22,119	23,550
Contractors	119,544	-
Consultants	216,133	79,668
Property Expenses	-	42,405
Building Expenses	26,235	30,383
Rent Paid	49,498	28,335
Office Expenses		
Course Development	121,564	132,344
General Expenses	475,526	444,490
Postage	1,098	330
Printing and Stationery	9,041	1,829
Staff Training	66,859	33,934
Software	27,188	39,226
Subscription and Membership	32,717	60,057
Telephone	35,662	34,215
Merchandise	19,856	5,933
	1,994,209	1,481,949
	2025	2024
	\$	\$
3D: Grants or Donations		
Grants: -	-	-
Total expensed that were \$1,000 or less	-	-
Total expensed that exceeded \$1,000	-	-
Donations: -		
Total expensed that were \$1,000 or less	179	1,944
Total expensed that exceeded \$1,000	270,861	78,067
	271,040	80,011
Donations: -		
Political Parties	256,027	72,395
Other Parties	15,013	7,616
	271,040	80,011
3E: Legal Costs		
Litigation	-	-
Other Legal Matters	106,066	609,935
	106,066	609,935

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	2025	2024
	\$	\$
3G: Other Expenses		
Campaigns	16,021	37,826
Fringe Benefit Tax	45,146	46,352
Fines	-	-
General Expense	76,732	131,249
Insurances – General	82,884	77,766
Interest	55,116	26,168
Interest – ROU Liability	11,867	16,873
Motor Vehicle Expenses	43,757	23,839
Penalties - via RO Act or RO Regulations	-	-
Repairs and Maintenance	5,115	9,909
Doubtful Debt Expenses	-	-
Bad debts write off	2,056	4,551
Consideration to employers for making payroll deductions	-	-
Compulsory Levies	-	-
	338,694	374,533
4 INCOME TAX EXPENSE		
	2025	2024
	\$	\$
Income Tax Expense		
- Current Tax Benefit	(29,882)	49,743
Prima facie tax payable on profit from ordinary activities before income tax at 25% (2024: 25%)	(210,329)	(185,959)
Exempt Income	(207,709)	(139,728)
Non-Deductible Expenses	388,156	375,429
Income Tax Expense / (Benefit)	(29,882)	49,742
5 CASH AND CASH EQUIVALENTS		
	2025	2024
	\$	\$
Cash at Bank and on Hand	1,670,048	6,374,506
	1,670,048	6,374,506
6 TRADE AND OTHER RECEIVABLES		
	2025	2024
	\$	\$
Receivables from the Branches (gross)	12,885	419,288
Total trade receivables from the Branches	12,885	419,288
Less allowance for expected credit losses	-	-
Trade Receivable from the Branches	12,885	419,288
Other receivables:		
Accrued income receivable from the Branches	552,312	439,200
Sundry debtors	453,205	591,469
Total trade and other receivables (net)	1,018,402	1,449,957

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6 TRADE AND OTHER RECEIVABLES

The movement in the allowance for expected credit losses of trade and other receivables is as follows:

At 1 January	-
Provision for expected credit losses	-
At 31 December	-

The table below sets out asset balances inclusive of GST.

	VIC	NSW	SA/NT	QLD	TAS	WA	TOTAL
Trade Receivables Opening Balances 1/1/2025	10,769	408,519	-	-	-	-	419,288
Other Receivables - Opening Balances 1/1/2025	72,923	267,900	7,125	79,322	-	11,930	439,200
Bad Debt write off	-	-	-	-	-	-	-
Capitation fees charged	687,176	1,024,864	80,266	601,501	172,430	167,806	2,734,043
Affiliation fees charged	-	-	-	-	-	-	-
Other charges / reimbursements	17,006	8,307	4,048	5,964	-	-	35,325
Total amounts charged to branches	704,182	1,033,171	84,314	607,465	172,430	167,806	2,769,368
Capitation fees received	715,990	1,324,762	81,381	567,754	172,430	165,016	3,027,333
Affiliation fees received	-	-	-	-	-	-	-
Other charges / reimbursements received	17,006	8,307	4,048	5,965	-	-	35,326
Total amounts received from Branches	732,996	1,333,069	85,429	573,719	172,430	165,016	3,062,659
Trade Receivables Closing Balances	-	12,885	-	-	-	-	12,885
Other Receivables Closing Balances	54,878	363,637	6,010	113,068	-	14,720	552,312
Total Closing Balance 31/12/2025	54,878	376,521	6,010	113,068	-	14,720	556,197

There are no unsatisfied performance obligations included in receivables.

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7 OTHER FINANCIAL ASSETS - CURRENT

	2025	2024
	\$	\$
Other Financial Assets	4,009,605	-
	4,009,605	-

Other Financial Assets total \$4,009,605 (2024: \$nil), comprising managed funds investments.

8 OTHER CURRENT ASSETS

Prepayments and Deposits	185,819	165,883
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9 FINANCIAL ASSETS – NON-CURRENT

Shares Encompass Credit Union – at Cost	20	20
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10 PROPERTY, PLANT AND EQUIPMENT

31 December 2025

	Land & buildings	Leasehold Improvements	Plant & Equipment	Motor Vehicles	Total
	\$	\$	\$	\$	\$
Property, Plant and Equipment	820,000	401,681	554,631	226,386	2,002,698
Less: Accumulated Depreciation	(15,000)	(163,123)	(367,065)	(120,462)	(665,650)
	805,000	238,558	187,566	105,924	1,337,048

MOVEMENTS IN CARRYING AMOUNTS OF PROPERTY, PLANT AND EQUIPMENT

31 December 2025

	Land & buildings	Leasehold Improvements	Plant & Equipment	Motor Vehicle	Total
	\$	\$	\$	\$	\$
Balance at Beginning of Year	805,000	279,019	137,035	135,429	1,356,483
Additions	-	-	51,728	-	51,728
Transfer from Courseware Development in Progress	-	-	60,919	-	60,919
Disposals	-	-	(4,627)	-	(4,627)
Depreciation	-	(40,461)	(57,489)	(29,505)	(127,455)
<i>Carrying Amount at End of Year</i>	805,000	238,558	187,566	105,924	1,337,048

31 December 2024

	Land & buildings	Leasehold Improvements	Plant & Equipment	Motor Vehicles	Total
Balance at Beginning of Year	780,000	319,674	107,741	173,202	1,380,617
Transfer of Tasmanian assets (NBV)	25,000	-	6,015	-	31,015
Additions	-	-	56,961	-	56,961
Disposals	-	-	(1,736)	-	(1,736)
Depreciation	-	(40,655)	(31,946)	(37,773)	(110,374)
<i>Carrying Amount at End of Year</i>	805,000	279,019	137,035	135,429	1,356,483

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11 COURSEWARE DEVELOPMENT IN PROGRESS

	2025	2024
	\$	\$
Courseware Development in Progress	50,851	99,273
	50,851	99,273
Balance at Beginning of Year	99,723	-
Additions	12,047	99,723
Transfer to Courseware at Costs (Plant & Equipment)	(60,919)	-
	50,851	99,723

12 INTANGIBLE ASSETS

	2025	2024
	\$	\$
Website Development – at Cost	85,397	85,397
Less: Accumulated Amortisation	(85,300)	(84,809)
	97	588
Balance at Beginning of Year	588	4,163
Additions	-	-
Amortisation	(491)	(3,575)
	97	588
Database and Software – at Cost	673,682	673,682
Less: Accumulated Amortisation	(188,932)	(93,571)
	484,750	580,111
Balance at Beginning of Year	580,111	-
Additions	-	673,682
Amortisation	(95,361)	(93,571)
	484,750	580,111
Goodwill on consolidation – Fair Value	4,026,143	4,026,143
Balance at Beginning of Year	4,026,143	4,026,143
Additions	-	-
	4,026,143	4,026,143
Right of Use Assets - at Fair Value	577,107	547,485
Less: Accumulated Amortisation	(265,443)	(313,753)
	311,664	233,732
Balance at Beginning of Year	233,732	426,694
Right of Use Asset Recognised	277,065	-
Amortisation	(199,133)	(192,962)
	311,664	233,732
Total Intangibles	4,822,654	4,840,574

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13 TRADE AND OTHER PAYABLES
Current

	2025	2024
	\$	\$
Consideration to Employers for Payroll Deductions	-	-
Payable to the Branches -		
NSW Branch	-	-
TAS Branch	-	-
QLD Branch	-	-
WA Branch	-	-
SA Branch	-	-
VIC Branch	-	-
Trade Creditors	89,675	254,620
Legal Costs – Other Matters	-	1,872
Legal Costs - Litigation	-	-
Other Payables and Accruals	327,223	592,649
	416,898	849,141
 Non Current		
Other Payables and Accruals	-	-

The table below sets out liability balances inclusive of GST.

	VIC	NSW	SA/NT	QLD	TAS	WA	TOTAL
Trade Payables	-	-	-	-	-	-	-
Opening Balances 1/1/2025							
Amounts charged from Branches:							
Other Charges / reimbursements	22,912	12,176	2,027	92,748	-	2,883	132,746
Amounts paid to Branches:							
Other Charges / reimbursements	(22,912)	(12,176)	(2,027)	(92,748)	-	(2,883)	(132,746)
Trade Payable Closing Balances 31/12/2025	-	-	-	-	-	-	-

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14	BORROWINGS	2025	2024
		\$	\$
	Current		
	Borrowings (vehicle)	12,422	10,535
	Non Current		
	Borrowings (vehicle)	5,485	18,812
	Loan - Rail and Transport Training Ltd (i)	119,340	-
	Total Borrowings	137,247	29,347

(i) As at 31 December 2025, the Company has a net loan payable of \$119,340 to Rail and Transport Training Ltd. The balance arose from funding and trading transactions during the year, including advances of funds and settlement of operating expenses between the entities.

The loan is unsecured and non-interest bearing. The Directors do not expect the balance to be settled within 12 months of the reporting date and accordingly it has been classified as a non-current liability.

15	ROU LEASE LIABILITY	2025	2024
		\$	\$
	Opening Balance	260,837	453,756
	Recognition of Lease	277,065	-
	Interest	11,867	16,873
	Lease Payments	(218,751)	(209,792)
	Carrying Amount of Lease Liability	331,018	260,837
	Maturity		
	<1 year	218,470	151,113
	1-5 years	112,548	109,724
	>5 years	-	-
		331,018	260,837

The Union has recognised a right-of-use asset and lease liability for the leased premises at Suite 5.01, Level 5, 377-383 Sussex Street, Sydney NSW 2000 for lease terms to 30 April 2027 and the premises at 8 Sloane Street, Maribyrnong VIC 3032 for renewed lease terms to 31 July 2027.

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

16 PROVISIONS

	2025	2024
	\$	\$
<i>Officeholders:</i>		
Provision for Annual Leave	68,296	64,556
Provision for Long Service Leave	128,837	107,382
Provision for ADO	3,135	29,078
Provision for Retirement Benefits	106,582	106,582
Provision for Separations and Redundancies	-	-
	306,850	307,598
 <i>Employees Other than Officeholders:</i>		
Provision for Annual Leave	166,703	227,654
Provision for Long Service Leave	25,029	21,120
Provision for ADO	22,728	63,312
Provision for Separations and Redundancies	-	-
	214,460	312,086
	521,310	619,684
 Total Provisions		
Current (including annual leave, long service leave and ADO)	507,481	617,448
Non Current (long service leave)	13,829	2,236
	521,310	619,684

Movement during the Year:

	Annual Leave	Long Service Leave	ADO	Retirement Benefits
	\$	\$	\$	\$
Benefits Balance at the Beginning of the Year	292,210	128,502	92,390	106,582
Increase/(Decrease) in Provision	(57,211)	25,364	(66,527)	-
Balance at the End of Year	234,999	153,866	25,863	106,582

The current portion for the provisions include the total amount accrued for annual leave entitlements, ADOs and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Union does not expect the full amount of annual leave, ADOs or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the Union does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

No adjustments are deemed necessary in respect of 'Retirement Benefits' this year.

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17 EQUITY

	2025	2024
	\$	\$
Compulsory levy/voluntary contribution fund – if invested in assets	-	-
Other fund(s) required by rules	-	-
	-	-

18 CASH FLOW INFORMATION

	2025	2024
	\$	\$
Reconciliation of cash flow from operations		
Surplus/(Deficit)	(811,435)	(793,578)
<i>Adjustments for non-cash items:</i>		
Depreciation and Amortisation	422,441	400,482
Interest – ROU Liability	11,867	16,873
Interest – Investment Payable Liability	-	26,168
Losses /(Gains) on Financial Assets (Net)	(29,732)	-
(Gain)/loss on Plant Disposal	4,627	737
<i>Changes in operating assets and liabilities (net of acquired assets and liabilities):</i>		
Decrease/(Increase) in Receivables	431,555	(540,551)
Decrease/(Increase) in Other Assets	(19,936)	245,546
(Decrease)/Increase in Payables	(432,243)	(346,479)
(Decrease)/Increase in Provisions	(98,374)	60,597
Movement in Tax Liabilities	(28,728)	25,143
Net Assets on Amalgamation – Tasmanian Branch	-	9,359
Net cash flows from operations	(549,958)	(895,703)

19 INTERESTS IN SUBSIDIARIES

Subsidiary financial statements used in the preparation of these consolidated financial statements have also been prepared as at the same reporting date as the Union's financial statements.

Significant Restrictions

There are no significant restrictions over the Union's ability to access or use assets, and settle liabilities, of the subsidiary companies.

Acquisition of Controlled Entities

By holding the majority of the voting shares in an entity, the company holds the majority of the seats on the Board, thereby giving the company the current ability to direct the relevant activities of the subsidiary company.

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Information about Principal Subsidiaries

The subsidiaries listed below have share capital or units which are held directly by the company. The proportion of ownership interests held equals the voting rights held by the company.

Name of Controlled Entity	Principal Place of Business and Place of Incorporation	Ownership Interest Held by the Union	Proportion of Non-controlling Interests
Aakira Pty Ltd T/A Training Ahead Australia	Australia	100%	0%

20 PARENT INFORMATION

The following information has been extracted from the books and records of the parent entity and has been prepared in accordance with Australian Accounting Standards.

Statement of Financial Position	2025 \$	2024 \$
ASSETS		
Current assets	6,140,676	7,452,919
Non-current assets	6,594,271	6,596,412
TOTAL ASSETS	12,734,947	14,049,331
LIABILITIES		
Current liabilities	697,583	1,098,141
Non-current liabilities	47,781	130,772
TOTAL LIABILITIES	745,364	1,228,913
NET ASSETS	11,989,583	12,820,418
Accumulated Surplus	11,989,583	12,820,418
TOTAL EQUITY	11,989,583	12,820,418
Statement of Profit or Loss and Other Comprehensive Income		
Total Profit/(Loss)	(830,835)	(558,913)
Other Comprehensive Income	-	-
Total Comprehensive Income/(Loss)	(830,835)	(558,913)

21 ACQUISITION OF CONTROLLED ENTITY

The Union accounts for business acquisition using the acquisition method when control is transferred to the Union. The consideration transferred in the acquisition is measured at fair value, as are the identifiable net assets acquired. Any goodwill that arises is tested annually for impairment. Transaction costs are expensed as incurred.

Acquisition of Aakira Pty Ltd

In the 2023 financial year, Australian Rail, Tram and Bus Industry Union – National Office acquired Aakira Pty Ltd for the purchase of 100% of its share capital, and subsequently settled the acquisition on 1 August 2023. The consolidated financial statements for the Union include the results of Aakira Pty Ltd from 1 August 2023.

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21 ACQUISITION OF CONTROLLED ENTITY (cont'd)

Details of the initial purchase consideration paid by Australian Rail, Tram and Bus Industry Union – National Office, the net assets acquired and goodwill were as follows:

Purchase consideration	2023
	\$
Cash Paid	3,650,000
Deferred Consideration*	723,207
Total Consideration	4,373,207

* All deferred consideration had been paid in full as at 31 December 2025.

Net Assets of Aakira Pty Ltd Acquired

Working Capital – Assets (Excluding PPE and Cash)	425,157
Working Capital – Liabilities (Excluding Provisions)	(671,238)
Property, Plant and Equipment	423,558
Provisions	(77,156)
Cash Balances Acquired (Net of Debt Instruments)	246,740
Total Identifiable Net Assets Acquired	347,061
Goodwill on Acquisition	4,026,141
Total Consideration	4,373,202

22 RETIREMENT BENEFITS OBLIGATIONS

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

Reconciliation of the defined benefit obligation -

	2025	2024
	\$	\$
Accrued Liability (i)	1,514,954	1,514,954
Estimated Reserve Account Balance	(1,408,372)	(1,408,372)
Retirement Benefit Obligation at end of year	106,582	106,582

(i) The accrued liability includes a contribution tax provision. This is calculated based on grossing up the deficit less the allowance for past service expenses and insurable death and disability liabilities at a contribution tax rate of 15%.

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NOTES TO THE FINANCIAL STATEMENTS
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23 RELATED PARTY DISCLOSURES

23A: RELATED PARTY TRANSACTIONS

	\$	\$	\$	\$	\$	\$
Revenue Earned from (GST Excl)	VIC	NSW	SA/NT	QLD	TAS	WA
Capitation Fees	687,176	1,024,864	80,266	601,501	172,430	167,806
Affiliation Fees	-	-	-	-	-	-
ACTU Levies	-	-	-	-	-	-
Other Charges/Reimbursements	17,006	8,307	4,048	5,964	-	-
	<u>704,182</u>	<u>1,033,171</u>	<u>84,314</u>	<u>607,465</u>	<u>172,430</u>	<u>167,806</u>
Total amount owed in trade and other receivables by (GST Incl)	<u>54,878</u>	<u>376,521</u>	<u>6,010</u>	<u>113,068</u>	<u>-</u>	<u>14,720</u>

	\$	\$	\$	\$	\$	\$
Expenses Incurred (GST Excl)	VIC	NSW	SA/NT	QLD	TAS	WA
Other Charges/Reimbursements	22,912	12,176	2,027	92,748	-	2,883
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Amount owed to trade payables by (GST Incl)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

	2025	2024
	\$	\$
23B: KEY MANAGEMENT PERSONNEL REMUNERATION		
Short-Term Employee Benefits		
Salary (including annual leave taken)	521,854	570,759
Annual Leave Accrued	43,980	43,834
ADO Accrued	2,849	19,098
Bonus Paid	-	-
	<u>568,683</u>	<u>633,691</u>
Post-Employment Benefits		
Superannuation	59,797	59,061
Retirement Benefit Accrued	-	-
	<u>59,797</u>	<u>59,061</u>
Other Long-Term Benefits:		
Long-Service Leave Accrued	103,085	88,655
	<u>103,085</u>	<u>88,655</u>
Total	<u>731,565</u>	<u>781,407</u>

24 AUDITORS' REMUNERATION

Remuneration of the auditor for:		
- auditing or reviewing the financial report	32,000	20,000
- due diligence services	1,200	16,400
	<u>33,200</u>	<u>36,400</u>

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25 FINANCIAL INSTRUMENTS

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

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

25A: Categories of Financial Instruments

	2025	2024
	\$	\$
Financial Assets		
Cash and cash equivalents	1,670,048	6,374,506
Trade and other receivables	1,018,402	1,449,957
Financial assets	4,009,605	-
Carrying amount of financial assets	6,698,055	7,824,463
Financial Liabilities		
Financial liabilities at amortised cost		
Trade and other payables	885,163	1,168,053
Carrying amount of financial liabilities	885,163	1,168,053

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NOTES TO THE FINANCIAL STATEMENTS
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25B: Financial risk management policies

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

25C: Specific financial risk exposures and management

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

(a) Interest Rate Risk

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

	2025	2024
	\$	\$
Net Income and Expense from Financial Assets		
Cash & Financial Assets		
Interest Received	38,541	262,059
Unrealised Gains/(losses) on Financial Assets	29,732	-
	68,273	262,059
Net gain from cash and receivables	68,273	262,059

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

31 December 2025

	Fixed Interest Rate	Floating Interest Rate	Non Interest	Total
	\$	\$	\$	\$
Cash and Cash Equivalents	-	1,670,048	-	1,670,048
Financial Assets	-	4,009,605	-	4,009,605
Trade and Other Receivables	-	-	1,018,402	1,018,402
	-	5,679,653	1,018,402	6,698,055

Weighted Average Interest Rate 2.3%

31 December 2024

	Fixed Interest Rate	Floating Interest Rate	Non Interest	Total
	\$	\$	\$	\$
Cash and Cash Equivalents	5,000,000	1,374,506	-	6,374,506
Financial Assets	-	-	-	-
Trade and Other Receivables	-	-	1,449,957	1,449,957
	5,000,000	1,374,506	1,449,957	7,824,463

Weighted Average Interest Rate 5.2%

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25 FINANCIAL INSTRUMENTS (cont'd)

Sensitivity analysis

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

Sensitivity analysis of the risk that the Union is exposed to for 2025	Change in risk variable %	Effect on	
		Equity	Profit or Loss
Interest Rate risk	+/- 0.5%	28,398	28,398

Sensitivity analysis of the risk that the Union is exposed to for 2024	Change in risk variable %	Effect on	
		Equity	Profit or Loss
Interest Rate risk	+/- 0.5%	31,873	31,873

(b) Liquidity Risk

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

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

The tables below reflect an undiscounted contractual maturity analysis for financial liabilities and assets. The Union does not hold directly any derivative financial liabilities. Cash flows realised from financial assets reflect the Committee of Management's expectation as to the timing of realisation. Actual timing may therefore differ from that disclosed. The timing of cash flows presented in the table to settle financial liabilities reflect the earliest contractual settlement dates.

Contractual maturities for financial liabilities 2025

	On Demand	< 1 year	1- 2 years	2- 5 years	>5 years	Total
	\$	\$	\$	\$	\$	\$
Financial liabilities due for payment						
Trade & Other Payables (excluding leave provisions)	416,897	230,892	237,374	-	-	885,163
Total expected outflows	416,897	230,892	237,374	-	-	885,163

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

25 FINANCIAL INSTRUMENTS (cont'd)

Contractual maturities for financial liabilities 2024

	On Demand	< 1 year	1- 2 years	2- 5 years	>5 years	Total
Financial liabilities due for payment		\$	\$	\$	\$	\$
Trade & Other Payables (excluding leave provisions)	849,141	190,376	128,536	-	-	1,168,053
Total expected outflows	849,141	190,376	128,536	-	-	1,168,053

Contractual maturities for financial assets 2025

	On Demand	< 1 year	1- 2 years	2- 5 years	>5 years	Total
Financial assets - cash flows realisable		\$	\$	\$	\$	\$
Cash and cash equivalents	1,670,048	-	-	-	-	1,670,048
Trade and other receivables	1,018,402	-	-	-	-	1,018,402
Financial assets	4,009,605	-	-	-	-	4,009,605
Total expected inflows	6,698,055	-	-	-	-	6,698,055

Contractual maturities for financial assets 2024

	On Demand	< 1 year	1- 2 years	2- 5 years	>5 years	Total
Financial assets - cash flows realisable		\$	\$	\$	\$	\$
Cash and cash equivalents	1,374,506	5,000,000	-	-	-	6,374,506
Trade and other receivables	1,449,957	-	-	-	-	1,449,957
Financial assets	-	-	-	-	-	-
Total expected inflows	2,824,463	5,000,000	-	-	-	7,824,463

(c) Credit Risk

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

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

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

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

25 FINANCIAL INSTRUMENTS (cont'd)

Credit Risk Exposures

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

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

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

The Union does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the Union.

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

Ageing of financial assets for 2025

	0 to 30 days \$	31 to 60 days \$	61 to 90 days \$	90+ days \$	Total \$
Trade and other receivables (Gross)	399,971	207,175	234,247	177,009	1,018,402

Ageing of financial assets for 2024

	0 to 30 days \$	31 to 60 days \$	61 to 90 days \$	90+ days \$	Total \$
Trade and other receivables (Gross)	932,434	179,444	125,262	212,817	1,449,957

(d) Fair Value Estimation

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

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

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

**AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION - NATIONAL OFFICE
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

26 SECTION 272 FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

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

Information to be provided to members or the General Manager:

(1) A member of a reporting unit, or the General Manager, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.

(2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.

(3) A reporting unit must comply with an application made under subsection (1).

27 REGISTERED OFFICE

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

Suite 5.01, Level 5, 377-383 Sussex Street
Sydney NSW 2000

28 RECOVERY WAGES

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

29 GOING CONCERN

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

30 FINANCIAL SUPPORT

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

31 ACCOUNTING JUDGEMENTS AND ESTIMATES

There are no accounting assumptions or estimates that have been identified that have a significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

32 AMALGAMATION

On 22 December 2023, the Fair Work Commission approved the amalgamation of operations, assets and liabilities of the Australian Rail, Tram and Bus Industry Union, Tasmanian Branch into the Australian Rail, Tram and Bus Industry Union – National Office as one operating unit (to be known as the National Office Reporting Unit (NORU)) from 1 January 2024. As a result, members of the Tasmania Branch have been serviced from the National Office from 1 January 2024 onwards.

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

33 FUNDS ANALYSIS

For the year ended 31 December 2025, there was no applicable fund or account operated in respect of compulsory levies, voluntary contributions or required by the rules of the Union and there was no transfer and/or withdrawal from a fund, account, asset or controlled entity which is kept for a specific purpose except as disclosed in the Statement of Changes in Equity. There was no balance held within a general fund, nor any compulsory or voluntary contributions and funds invested in specific assets, except as disclosed in the Statement of Changes in Equity.

34 SEGMENT REPORTING

The Union provides services to members of the Australian Rail, Tram and Bus Industry Union. Its principal place of business is Suite 5.01, Level 5, 377-388 Sussex Street, Sydney NSW 2000.

35 SUBSEQUENT EVENTS

There are no other subsequent events to report.

36 CONTRACT OF SALE OF BUSINESS

During the financial year, Aakira Pty Ltd, a wholly owned controlled entity of the Australian Rail, Tram and Bus Industry Union (RTBU), entered into a Contract of Sale of Business with Rail and Transport Training Pty Ltd (RTT) to sell its Registered Training Organisation (RTO) business, known as Training Ahead Australia (RTO Code 45462).

The business is being sold as a going concern for total consideration of \$4,373,000 (exclusive of GST).

RTT is a not-for-profit entity registered with the Australian Charities and Not-for-Profits Commission (ACNC). The proposed transaction is subject to conditions precedent, including RTT obtaining a Registered Training Organisation (RTO) licence, and accordingly, legal completion of the transaction had not occurred as at 31 December 2025.

While certain operational elements of the business have transitioned during the year, legal ownership and control of Aakira Pty Ltd's business has not transferred to RTT as at reporting date, as completion of the Contract of Sale of Business has not occurred.

No disposal or acquisition accounting has been recognised in respect of this transaction given the above.

The business is intended to be operated under RTT following completion of the transaction. The entities are operating in a transition phase pending satisfaction of the conditions precedent and completion of the Contract of Sale of Business.

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

I, Alexander Claassens, being the National Secretary of the Australian Rail, Tram and Bus Industry Union, declare that the following activities did not occur during the reporting period ending 31 December, 2025.

The reporting unit did not:

- receive periodic or membership subscriptions
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees to another reporting unit
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit
- pay any compulsory levies

All activities (including \$nil activities) required to be disclosed have been disclosed in the financial report

Signed by the Designated Officer:



Dated: 24 April 2026

AUDITOR'S INDEPENDENCE DECLARATION**TO THE COMMITTEE OF MANAGEMENT OF AUSTRALIAN RAIL, TRAM AND BUS INDUSTRY UNION -
NATIONAL OFFICE**

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2025 there have been:-

- (i) no contraventions of the auditor independence requirements in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Stannards Accountants and Advisors



Michael B Shulman
Registered Company Auditor (163888)
Holder of Current Public Practice Certificate
Approved Auditor (FWC Act and Regulations – AA2017/45)

Dated: 24th April 2026

INDEPENDENT AUDIT REPORT

To the Members of Australian Rail, Tram and Bus Industry Union – National Office

Report on the Audit of the Financial Report

Auditor's Opinion

We have audited the accompanying general purpose financial report of the National Office, which comprises the statement of financial position as at 31 December, 2025, and the statement of comprehensive income, statement of cash flows, statement of changes in equity for the year then ended, a summary of significant accounting policies, other explanatory notes, the Committee of Management Statement, the subsection 255(2A) and the Officer Declaration Statement.

In our opinion under the Fair Work (Registered Organisations) Act 2009 (RO Act), the general purpose financial report is presented fairly in accordance with any of the following that apply in relation to the reporting unit:

- a) Australian Accounting Standards, and Australian Accounting Interpretations; and
- b) Any other requirements imposed by these Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

In our opinion, there were kept by the organisation satisfactory accounting records detailing the source and nature of all income and the nature of all expenditure.

As part of our audit of the organisation for the year ended 31 December 2025, we are of the opinion that the Committee of Management's use of the going concern basis of accounting in the preparation of its financial statements is appropriate.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibility under those standards is further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Branch in accordance with the independence requirements of Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other responsibilities in accordance with the Code.

We confirm that the independence declaration, which has been given to the Committee of Management, would be in the same terms if given to the Committee as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit 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 report is in the Operating Report accompanying the financial report.

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

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDIT REPORT (cont'd)

Committee of Management Responsibility for the Financial Report

The Committee of Management are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the RO Act. This responsibility includes establishing and maintaining internal controls relevant to the preparation and true and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making estimates that are responsible in the circumstances.

In preparing the financial report, the Committee of Management are responsible for assessing the National Office'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 National Office or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the National Office's financial reporting process.

Auditor's Responsibilities 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 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 auditing 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 Branch'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 Branch'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 National Office 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 business activities within the National Office to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the National Office audit. We remain solely responsible for our audit opinion.

INDEPENDENT AUDIT REPORT (Cont'd)***Auditor's Responsibilities for the Audit of the Financial Report***

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 also provide the Committee of Management with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>.

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



Stannards Accountants and Advisors



Michael B Shulman
Registered Company Auditor (163888)
Holder of Current Public Practice Certificate
Approved Auditor (FWC Act and Regulations – AA2017/45)

Dated: 24th April 2026