

# **Fire Brigade Employees' Union of New South Wales**

**ABN: 24 083 512 218**

## **Financial Statements**

**For the Year Ended 30 June 2025**

**Fire Brigade Employees' Union of New South Wales**

ABN: 24 083 512 218

---

**Financial Statements**  
**For the Year Ended 30 June 2025**

<b>Contents</b>	<b>Page</b>
State Committee of Management's Certificate	1
Certificate by Accounting Officer	2
Statement of Profit or Loss and Other Comprehensive Income	3
Balance Sheet	4
Statement of Changes in Equity	5
Statement of Cash Flows	6
Notes to the Financial Statements	7
Independent Audit Report	22

## Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

---

### State Committee of Management's Certificate

We, Leighton Drury and Martin Dixon, being two members of the State Committee of Management of the Fire Brigade Employees' Union of New South Wales ("the Union"), hereby certify in respect of the financial year ended 30 June 2025, that:

- i. In the opinion of the State Committee of Management, the attached financial statements show a true and fair view of the financial affairs of the Union as at 30 June 2025; and
- ii. In the opinion of the State Committee of Management, meetings of the State Committee of Management were held during the year ended 30 June 2025 in accordance with the Rules of the Union; and
- iii. To the knowledge of any member of the State Committee of Management, there have been no instances where records of the Union or other documents not being documents containing information made available to a member of the Union under subsection 512(2) of the *Industrial Relations Act 1991 [NSW]*, as applied by subsection 282(3) of the *Industrial Relations Act 1996 [NSW]* or copies of those records or documents, or copies of the rules of the Union, have not been furnished, or made available to members in accordance with the *Industrial Relations Act 1996 [NSW]*, the Regulations thereto, or the Rules of the Union as the case may be; and
- iv. In relation to the report prepared in accordance with section 514 of the 1991 Act, as applied by section 282(3) of the *Industrial Relations Act 1996 [NSW]*, by the auditor of the organisation in respect of the financial year immediately preceding the financial year to which the accounts relate [i.e the second most recently concluded financial year] and in relation to any accounts and statements prepared in accordance with section 510(1) of the 1991 Act to which that report relates, the organisation has complied with section 517(1) of the 1991 Act and whichever of subsections (5) and (6) of that section of that Act is applicable.

This certificate is in accordance with a resolution passed by the State Committee of Management of the Union in relation to the matters to be stated in the certificate and is signed on behalf of the State Committee of Management by the undersigned:

  
Leighton Drury  
State Secretary

  
Martin Dixon  
Senior Vice President

Dated: 04 December 2025

## Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

---

### Certificate by Accounting Officer

I, Leighton Drury, the Officer responsible for keeping the accounting records of the Fire Brigade Employees' Union of New South Wales ("the Union"), hereby certify to the best of my knowledge and belief that there were 6,076 persons that were full members of the Union as at the end of the financial year ended 30 June 2025, and in my opinion;

- i. The attached financial statements show a true and fair view of the financial affairs of the Union as at 30 June 2025; and
- ii. A record has been kept of all monies paid by, or collected from members of the Union, and all monies so paid or collected have been credited to the bank account or accounts to which those monies are to be credited, in accordance with the Rules of the Union; and
- iii. Before any expenditure was incurred by the Union, approval of the incurring of the expenditure was obtained in accordance with the Rules of the Union; and
- iv. No payment was made out of a fund referred to in clause 57(b)(xiii) or (xv) of the *Industrial Relations Regulation 1992* for a purpose other than the purpose for which the fund was operated and only when approved in accordance with the Rules of the Union; and
- v. Any loans or financial benefits granted to persons holding office in the Union were authorised in accordance with the Rules of the Union; and
- vi. The register of members of the Union was maintained in accordance with the *Industrial Relations Act 1996 [NSW]*.



---

Leighton Drury  
State Secretary

Dated: 04 December 2025

# Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

## Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
Membership fees	4	3,091,955	2,839,387
Other income	4	906,519	555,910
		<u>3,998,474</u>	<u>3,395,297</u>
Employee benefits expense		(1,827,882)	(1,781,507)
Legal expenses		(815,877)	(144,177)
Consultants		(110,680)	(107,940)
State committee allowances and expenses		(226,147)	(232,306)
Depreciation and amortisation expense	8	(158,920)	(160,550)
Organising and campaigns		(86,292)	(254,213)
Property expenses		(65,965)	(80,232)
Affiliation fees		(46,360)	(30,954)
Insurance		(49,336)	(37,739)
Meetings conferences and expenses		(10,902)	(86,264)
Other expenses		(240,606)	(227,782)
		<u>(3,638,967)</u>	<u>(3,143,664)</u>
<b>Result for the year</b>		<u>359,507</u>	<u>251,633</u>
Other comprehensive income			
<b>Total comprehensive income for the year</b>		<u>359,507</u>	<u>251,633</u>

The accompanying notes form part of these financial statements.

# Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

## Balance Sheet

As at 30 June 2025

	Note	2025 \$	2024 \$
<b>ASSETS</b>			
CURRENT ASSETS			
Cash and cash equivalents	5	750,940	332,421
Trade and other receivables	6	53,531	-
Financial assets	7	945,825	1,487,197
Other assets		19,036	50,026
TOTAL CURRENT ASSETS		1,769,332	1,869,644
NON-CURRENT ASSETS			
Financial assets	7	9,501,768	8,687,418
Property, plant and equipment	8	4,064,989	4,131,874
TOTAL NON-CURRENT ASSETS		13,566,757	12,819,292
TOTAL ASSETS		15,336,089	14,688,936
<b>LIABILITIES</b>			
CURRENT LIABILITIES			
Trade and other payables	9	292,666	128,371
Employee benefits	10	356,144	279,167
TOTAL CURRENT LIABILITIES		648,810	407,538
NON-CURRENT LIABILITIES			
Employee benefits	10	104,946	58,572
TOTAL NON-CURRENT LIABILITIES		104,946	58,572
TOTAL LIABILITIES		753,756	466,110
NET ASSETS		14,582,333	14,222,826
<b>EQUITY</b>			
Retained earnings		14,582,333	14,222,826
TOTAL EQUITY		14,582,333	14,222,826

The accompanying notes form part of these financial statements.

## Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

---

### Statement of Changes in Equity

For the Year Ended 30 June 2025

	Retained Earnings \$
Balance at 1 July 2024	14,222,826
Result for the year	<u>359,507</u>
Balance at 30 June 2025	<u><u>14,582,333</u></u>
Balance at 1 July 2023	13,971,193
Result for the year	<u>251,633</u>
Balance at 30 June 2024	<u><u>14,222,826</u></u>

The accompanying notes form part of these financial statements.

---

# Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

## Statement of Cash Flows

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>			
Receipts from members and others		3,401,746	3,121,783
Other receipts		25,789	56,429
Payments to suppliers and employees		(3,448,452)	(3,293,430)
Net cash provided by/(used in) operating activities		(20,917)	(115,218)
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>			
Payments for property, plant and equipment		(112,216)	(7,384)
Interest, dividends and distributions received		551,652	16,578
Net cash provided by/(used in) investing activities		439,436	9,194
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>			
Net cash provided by/(used in) financing activities		-	-
Net increase/(decrease) in cash and cash equivalents held		418,519	(106,024)
Cash and cash equivalents at beginning of year		332,421	438,445
Cash and cash equivalents at end of financial year	5	750,940	332,421

The accompanying notes form part of these financial statements.



# Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

---

## Notes to the Financial Statements

For the Year Ended 30 June 2025

The financial report covers the Fire Brigade Employees' Union of New South Wales ("the Union") as an individual entity. The Fire Brigade Employees' Union is a not-for-profit entity which is an organisation of employees registered under the *Industrial Relations Act 1996 [NSW]* ("the Act"). In accordance with the Act, the Union is a body corporate with perpetual succession and accordingly by virtue of this method of incorporation, the Union is not subject to the *Corporations Act 2001*.

The functional and presentation currency of the Fire Brigade Employees' Union of New South Wales is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

### 1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures as issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period and the *Industrial Relations Act 1996 [NSW]*. For the purpose of preparing the general purpose financial statements, the Union is a not-for-profit entity.

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

Material accounting policy information adopted in the preparation of these financial statements is presented below and is consistent with prior reporting periods unless otherwise stated.

### 2 Material Accounting Policy Information

#### (a) Revenue and other income

##### Revenue from contracts with customers

Revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Union expects to receive in exchange for those goods or services.

Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer,
2. Identify the performance obligations,
3. Determine the transaction price,
4. Allocate the transaction price to the performance obligations, and
5. Recognise revenue as and when control of the performance obligations is transferred.

## **Notes to the Financial Statements**

**For the Year Ended 30 June 2025**

### **2 Material Accounting Policy Information**

#### **(a) Revenue and other income**

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Union have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

#### **Specific revenue streams**

The material revenue recognition policies for the principal revenue streams of the Union are:

##### *Member subscriptions*

Membership services require the annual subscription payment to be made upfront. A contract liability is recognised on receipt of the payment and recognised on a straight-line basis as revenue as the services are provided.

##### *Interest revenue*

Interest is recognised using the effective interest rate method.

##### *Dividend revenue*

Dividends are recognised when the entity's right to receive payment is established.

Distributions from managed funds are recognised as income when declared and are then reinvested or received as cash distributions.

#### **(b) Goods and services tax (GST)**

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

## **Notes to the Financial Statements**

**For the Year Ended 30 June 2025**

### **2 Material Accounting Policy Information**

#### **(c) Income tax**

No provision for income tax is necessary, as the Union (being a registered Industrial Trade Union) is exempt from tax under s.50(15) of the *Income Tax Assessment Act 1997*.

#### **(d) Cash and cash equivalents**

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

#### **(e) Financial instruments**

Financial instruments are recognised initially on the date that the Union becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

#### **Financial assets**

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

#### *Classification*

On initial recognition, the Union classifies its financial assets into the following categories, those measured at:

- amortised cost; or
- fair value through profit or loss (FVTPL).

## **Notes to the Financial Statements**

**For the Year Ended 30 June 2025**

### **2 Material Accounting Policy Information**

#### **(e) Financial instruments**

##### **Financial assets**

Financial assets are not reclassified subsequent to their initial recognition unless the Union changes its business model for managing financial assets.

##### *Amortised cost*

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding.

The Union's financial assets measured at amortised cost comprise cash and cash equivalents, trade receivables and term deposits in the balance sheet.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

##### *Fair value through profit or loss (FVTPL)*

All financial assets not classified as measured at amortised cost are measured at FVTPL, and include listed investments.

Net gains or losses, including any interest or dividend income are recognised in profit or loss.

##### *Impairment of financial assets*

Impairment of financial assets is recognised on an expected credit loss (ECL) basis financial assets measured at amortised cost.

When determining whether the credit risk of a financial assets has increased significant since initial recognition and when estimating ECL, the Union considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Union's historical experience and informed credit assessment and including forward looking information.

## **Notes to the Financial Statements**

**For the Year Ended 30 June 2025**

### **2 Material Accounting Policy Information**

#### **(e) Financial instruments**

##### **Financial assets**

The Union uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Union uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Union in full, without recourse to the Union to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Union in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

##### *Other financial assets measured at amortised cost*

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

##### **Financial liabilities**

The Union measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method. The financial liabilities of the Union comprise trade payables.

#### **(f) Impairment of non-financial assets**

At the end of each reporting period the Union determines whether there is an evidence of an impairment indicator for non-financial assets.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 2 Material Accounting Policy Information

#### (f) Impairment of non-financial assets

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss.

#### (g) Property, plant and equipment

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

##### Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the Union, commencing when the asset is ready for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Buildings	2.5% - 7.5%
Office furniture and equipment	10% - 20%
Motor vehicles	15%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

#### (h) Employee benefits

##### *Defined benefit contributions*

Obligations for contributions to defined contribution superannuation plans are recognised as an employee benefit expense in profit or loss in the periods in which services are provided by employees.

## **Notes to the Financial Statements**

**For the Year Ended 30 June 2025**

### **2 Material Accounting Policy Information**

#### **(h) Employee benefits**

##### *Short-term obligations*

Liabilities for wages and salaries, including non-monetary benefits and accumulating sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' service up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liabilities are presented as current employee benefit obligations in the balance sheet.

##### *Other long-term employee benefit obligations*

The liabilities for long service leave are not expected to be settled wholly within 12 months after the end of the period in which the employees render the related service. They are therefore measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the end of the reporting period of high quality corporate bonds with terms and currencies that match, as closely as possible, the estimated future cash outflows. Remeasurements as a result of experience adjustments and changes in actuarial assumptions are recognised in profit or loss.

The obligations are presented as current liabilities in the balance sheet if the Union does not have an unconditional right to defer settlement for at least 12 months after the reporting period, regardless of when the actual settlement is expected to occur.

#### **(i) New and amended standards adopted by the Union**

The Union has adopted all applicable standards which became effective for the first time during 30 June 2025, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Union.

## **Notes to the Financial Statements**

**For the Year Ended 30 June 2025**

### **3 Critical Accounting Estimates and Judgements**

Those State Committee of Management make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below:

#### *Key estimates - impairment of property, plant and equipment*

The Union assesses impairment at the end of each reporting period by evaluating conditions specific to the Union that may be indicative of impairment triggers.

#### *Key estimates - useful lives of depreciable assets*

Management reviews its estimates of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technical obsolescence that may change the utility of certain property, plant and equipment.

#### *Key estimates - employee entitlements*

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.



# Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 4 Revenue and Other Income

	2025	2024
	\$	\$
<b>Revenue from contracts with customers</b>		
- Membership fees	3,091,955	2,839,387
<b>Other income</b>		
- Investment income and fair value gains/(losses)	863,100	537,481
- Sundry income	43,419	18,429
	906,519	555,910
<b>Total Revenue</b>	3,998,474	3,395,297

#### *Disaggregation of revenue from contracts with customers*

Revenue from contracts with customers has been disaggregated into timing of revenue recognition and the following table shows this breakdown:

<b>Timing of revenue recognition</b>		
- Over time	3,091,955	2,839,387
- At a point in time	-	-
<b>Revenue from contracts with customers</b>	3,091,955	2,839,387

### 5 Cash and Cash Equivalents

Cash on hand	914	950
Cash at bank	750,026	331,471
	750,940	332,421

### 6 Trade and Other Receivables

<b>CURRENT</b>		
Trade receivables	53,531	-

# Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 7 Financial Assets

	2025	2024
	\$	\$
CURRENT		
Amortised cost - term deposits	945,825	1,487,197
NON-CURRENT		
Listed investments - at fair value through profit or loss	9,501,768	8,687,418

### 8 Property, plant and equipment

Land - at cost	1,113,475	1,113,475
Buildings - at cost	4,815,252	4,815,252
Accumulated depreciation	(1,974,124)	(1,853,742)
	3,954,603	4,074,985
Motor vehicle - at cost	102,575	121,082
Accumulated depreciation	(18,547)	(96,418)
	84,028	24,664
Office equipment - at cost	205,497	195,856
Accumulated depreciation	(179,139)	(163,631)
	26,358	32,225
	4,064,989	4,131,874

# Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 8 Property, plant and equipment

#### (a) Movements in carrying amounts of property, plant and equipment

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Land and buildings \$	Motor vehicles \$	Office equipment \$	Total \$
<b>Year ended 30 June 2025</b>				
Balance at the beginning of year	4,074,985	24,664	32,225	4,131,874
Additions	-	102,575	9,641	112,216
Disposals	-	(20,181)	-	(20,181)
Depreciation expense	(120,382)	(23,030)	(15,508)	(158,920)
<b>Balance at the end of the year</b>	<b>3,954,603</b>	<b>84,028</b>	<b>26,358</b>	<b>4,064,989</b>

### 9 Trade and Other Payables

	2025 \$	2024 \$
Trade and other payables	182,751	1,167
Statutory liabilities	109,915	127,204
	<b>292,666</b>	<b>128,371</b>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

# Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 10 Employee Benefits

	2025	2024
	\$	\$
CURRENT		
Provision for annual leave	279,721	207,824
Provision for long service leave	76,423	71,343
	<u>356,144</u>	<u>279,167</u>
NON-CURRENT		
Long service leave	<u>104,946</u>	<u>58,572</u>

### 11 Fair Value Measurement

The fair values of financial assets and financial liabilities are materially consistent with their carrying values as presented in the balance sheet. Fair values are those amounts at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Fair values derived may be based on information that is estimated or subject to judgement, where changes in assumptions may have a material impact on the amounts estimated.

### 12 Key Management Personnel Remuneration

The totals of remuneration paid to the Key Management Personnel of the Fire Brigade Employees' Union of New South Wales during the year are as follows:

Short-term employee benefits	404,259	379,956
Long-term benefits	4,361	4,397
Post-employment benefits	21,940	21,222
	<u>430,560</u>	<u>405,575</u>

### 13 Auditor's Remuneration

Remuneration of the auditor Daley Audit, for:

- auditing of financial statements	25,000	32,400
- taxation and accounting services	42,240	10,800
	<u>67,240</u>	<u>43,200</u>

# Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

---

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 14 Commitments and Contingencies

As per paragraph 50(6) of the Registered Rules, the Union has made a commitment to providing eligible members a mortality grant in the event of their death. There is no present obligation to make payments over and above what has already been paid/accrued in this financial report, which is assessed at the time a claim is made.

Other than the above, in the opinion of State Committee of Management, the Union did not have any contingencies at 30 June 2025 (30 June 2024: None).

### 15 Events Occurring After the Reporting Date

The financial report was authorised for issue on 04 December 2025 by the State Committee of Management.

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

### 16 Related Parties

The Union's main related parties are as follows:

- i. Key management personnel - refer to note 12.

# Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 16 Related Parties

#### ii. Members of the State Committee of Management

Persons holding positions within the Union and as members of the State Committee of Management (SCOM) during the year:

Name	Position/Role	Period
Mr Leighton Drury	State Secretary	1 July 2024 to 30 June 2025
Mr Michael Johnsen	President	1 July 2024 to 30 June 2025
Mr Martin Dixon	Senior Vice President	1 July 2024 to 30 June 2025
Ms Gabrielle Lee	Junior Vice President	1 July 2024 to 30 June 2025
Mr Paul Roussis	SCOM Member	1 July 2024 to 30 June 2025
Mr Hewon Parry	SCOM Member	1 July 2024 to 30 June 2025
Mr Aydan Chodkiewicz	SCOM Member	1 July 2024 to 30 June 2025
Mr Sandy Linton	SCOM Member	1 July 2024 to 30 June 2025
Mr Tim Anderson	SCOM Member	1 July 2024 to 30 June 2025
Mr Rodney Chetwynd	SCOM Member	1 July 2024 to 30 June 2025
Mr Ben Gaudin	SCOM Member	1 July 2024 to 30 June 2025
Mr Jason Morgan	SCOM Member	1 July 2024 to 30 June 2025
Mr Andrew Clark	SCOM Member	1 July 2024 to 30 June 2025
Mr Robert Callow	SCOM Member	1 July 2024 to 30 June 2025
Mr Daniel Spooner	SCOM Member	1 July 2024 to 30 June 2025
Mr Robert Slade	SCOM Member	1 July 2024 to 30 June 2025
Mr Dane Wilmott	SCOM Member	20 September 2024 to 30 June 2025

## Fire Brigade Employees' Union of New South Wales

ABN: 24 083 512 218

### Notes to the Financial Statements

For the Year Ended 30 June 2025

#### 17 Additional disclosure required Under the Industrial Relations Act

	2025	2024
	\$	\$
<b>Total remuneration paid</b>		
Remuneration of officers	408,620	384,353
Remuneration of employees	1,439,076	1,387,701
	<u>1,847,696</u>	<u>1,772,054</u>
<b>Amounts set aside for retirement benefits</b>		
Remuneration of officers	21,940	21,222
Remuneration of employees	149,248	139,932
	<u>171,188</u>	<u>161,154</u>
Grants or donations received	-	-
Grants or donations paid	6,800	6,336
Interest expense	-	-
Penalties imposed under the Industrial Regulations Legislation	-	-
Government/Municipal/Public Investment Assets held at balance date	-	-

#### 18 Information to be provided to Members or Registrar

In accordance with the requirements of the *Industrial Relations Act, 1991 [NSW]* the attention of members is drawn to the provisions of Subsections (1) and (2) of Section 512 which read as follows:

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

## Independent Audit Report to the members of the Fire Brigade Employees' Union of New South Wales

### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of the Fire Brigade Employees' Union of New South Wales ("the Union"), which comprises the balance sheet as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, the Certificate by Accounting Officer and the State Committee of Management's declaration.

We report that we have inspected and audited the accounting records of the Fire Brigade Employees Union of New South Wales in relation to the financial year ended 30 June 2025 and report that in our opinion:

- (a) Satisfactory accounting records have been kept by the Union, so far as appears from our examination of these books, including:
  - (i) records of the sources and nature of the income of the Union (including income from members); and
  - (ii) records of the nature and purpose of the expenditure of the Union.

In our opinion, the financial statements and other statements prepared under Section 510 of the *Industrial Relations Act 1991 (NSW)* have been properly drawn up so as to give a true and fair view of:

- (b)
  - (i) the financial affairs of the Union as at 30 June 2025; and
  - (ii) the income and expenditure, results and cash flows of the Union for the year ended on that date; and
  - (iii) all information, being information which was reasonably wanted for the purpose of this audit, which was required and sought by us or by any person authorised for the purpose of the audit, was provided.
- (c) The financial statements have been prepared in accordance with Australian Accounting Standards - Simplified Disclosures.

#### Wollongong

PO Box 333  
Wollongong NSW 2520  
☎ 02 4229 6477

✉ [wollongong@daley.com.au](mailto:wollongong@daley.com.au)

#### Bowral

PO Box 1032  
Bowral NSW 2576  
☎ 02 4862 1082

✉ [bowral@daley.com.au](mailto:bowral@daley.com.au)

#### Sydney

PO Box 903  
Sydney NSW 2001  
☎ 02 8236 8177

✉ [sydney@daley.com.au](mailto:sydney@daley.com.au)

#### [daley.com.au](http://daley.com.au)

ABN 43 152 844 291

Liability limited by a  
Scheme approved under  
Professional Standards  
Legislation.





## **Independent Audit Report to the members of the Fire Brigade Employees' Union of New South Wales**

### **Basis for Opinion**

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

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

### **Responsibilities of the State Committee of Management for the Financial Report**

The State Committee of Management of the Union are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Industrial Relations Act 1996 [NSW]* and for such internal control as the State Committee of Management determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the State Committee of Management are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the State Committee of Management either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

### **Auditor's Responsibilities for the Audit of the Financial Report**

Our 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 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.

**Independent Audit Report  
to the members of the Fire Brigade Employees' Union of New South Wales**

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: [https://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). This description forms part of our auditor's report.

  
Daley Audit

  
Stephen Milgate  
Partner

Wollongong

Dated: 04 December 2025

*Liability limited by a scheme approved under Professional Standards Legislation.*