



ANTI DISCRIMINATION
COMMISSION QUEENSLAND

Financial Report
for the financial year ended
30 June 2007

Anti-Discrimination Commission Financial Report 2006-07

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General Information

This financial report covers the Anti-Discrimination Commission.

The Anti-Discrimination Commission is a Queensland Government Entity established under the *Public Service Act 1996*.

The Commission is controlled by the State of Queensland which is the ultimate parent.

The head office and principal place of business of the commission is:

Level 1
189 Coronation Drive
MILTON QLD 4064

A description of the nature of the Commission's operations and its principal activities is included in the notes to the financial statements.

For information in relation to the Commission's financial report please call (07) 3247 0929, email kylie.guthrie@adcq.qld.gov.au, or visit the Commission's internet site www.adcq.qld.gov.au.

ANTI-DISCRIMINATION COMMISSION
INCOME STATEMENT
for the year ended 30 June 2007

	Notes	2007 \$'000	2006 \$'000
Income			
Revenue			
User charges	2	195	184
Grants and other contributions	3	4,194	4,082
Other revenue	4	101	76
Total Income		4,490	4,342
Expenses			
Employee expenses	5	2,924	2,784
Supplies and services	6	1,362	1,312
Depreciation	7	16	26
Other expenses	8	13	15
Total Expenses		4,315	4,137
Operating Surplus		175	205

The accompanying notes form part of these statements.



ANTI-DISCRIMINATION COMMISSION
BALANCE SHEET
as at 30 June 2007

	Notes	2007 \$'000	2006 \$'000
Current Assets			
Cash and cash equivalents	9	991	793
Receivables	10	54	73
Inventories	11	79	7
Other	12	16	13
Total Current Assets		1,140	886
Non-Current Assets			
Plant and equipment	13	37	43
Total Non-Current Assets		37	43
Total Assets		1,177	929
Current Liabilities			
Payables	14	77	21
Accrued employee benefits	15	290	274
Total Current Liabilities		367	295
Non-Current Liabilities			
Accrued employee benefits	15	10	9
Total Non-Current Liabilities		10	9
Total Liabilities		377	304
Net Assets		800	625
Equity			
Contributed equity		155	155
Retained surpluses		645	470
Total Equity		800	625

The accompanying notes form part of these statements.



ANTI-DISCRIMINATION COMMISSION
STATEMENT OF CHANGES IN EQUITY
for the year ended 30 June 2007

	Retained Surpluses		Contributed Equity	
	2007 \$'000	2006 \$'000	2007 \$'000	2006 \$'000
Balance 1 July	470	265	155	155
Operating Surplus / (Deficit)	175	205	-	-
Balance 30 June	645	470	155	155

The accompanying notes form part of these statements.



ANTI-DISCRIMINATION COMMISSION
CASH FLOW STATEMENT
for the year ended 30 June 2007

	Notes	2007 \$'000	2006 \$'000
Cash flows from operating activities			
<i>Inflows:</i>			
User charges		223	157
Grants and other contributions		4,194	4,082
Interest receipts		81	63
GST input tax credits received from ATO		2	103
Other		20	10
<i>Outflows:</i>			
Employee expenses		(2,912)	(2,772)
Supplies and services		(1,395)	(1,407)
GST remitted to ATO		(3)	(17)
Other			(17)
Net cash provided by (used in) operating activities	16	210	202
Cash flows from investing activities			
<i>Outflows:</i>			
Payments for plant and equipment		(12)	(4)
Net cash provided by (used in) investing activities		(12)	(4)
Net increase (decrease) in cash held		198	198
Cash at beginning of financial year		793	595
Cash at end of financial year	9	991	793

The accompanying notes form part of these statements.



ANTI-DISCRIMINATION COMMISSION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

Objectives and principal activities of the Commission

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- Note 3: Grants and other contributions
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ANTI-DISCRIMINATION COMMISSION

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

Objectives and funding of the Commission

The *Anti-Discrimination Act 1991* aims to promote equality of opportunity for everyone by protecting them from unfair discrimination in various areas of public life, from sexual harassment and from other conduct such as discriminatory advertising and victimisation.

The Commission's functions are set out in section 235 of the Act and they fall into two broad categories. The first category is a redress function:

- to inquire into complaints, attempt to conciliate complaints of discrimination and sexual harassment; and
- to carry out investigations relating to contraventions of the Act.

The second category is a set of broad, systemic and proactive community relations and policy functions:

- to undertake research and educational programs to promote the purposes of the Act;
- to consult with various organisations on ways of improving services and conditions affecting groups subjected to contraventions of the Act; and
- to promote an understanding and acceptance and the public discussion of human rights in Queensland.

The *Anti-Discrimination Act 1991* also establishes the Anti-Discrimination Tribunal. Complaints which are unable to be conciliated may be referred to the Anti-Discrimination Tribunal for hearing and determination.

The Tribunal's functions are set out in section 248 of the Act and include:

- to hear and determine complaints;
- to grant exemptions from the Act;
- to provide opinions about the application of the Act; and
- to review some decisions of the Anti-Discrimination Commissioner.

The Commission is predominantly funded through parliamentary appropriations via a grant from the Department of Justice and Attorney-General.

The Commission provides some of the following services on a fee for service basis:

- publications; and
- training workshops.



ANTI-DISCRIMINATION COMMISSION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

1. Summary of significant accounting policies

(a) Basis of accounting

The financial statements have been prepared in accordance with Australian Equivalents to International Financial Reporting Standards (AEIFRS).

This financial report is a general purpose financial report.

In particular, the financial statements comply with AAS 29 *Financial Reporting by Government Departments* as well as the Treasurer's Financial Reporting Requirements for the year ending 30 June 2007, and other authoritative pronouncements.

Except where stated, the historical cost convention is used.

(b) The reporting entity

The financial statements include the value of all revenues, expenses, assets, liabilities and equity of the Anti-Discrimination Commission. The Commission does not control any other entities.

(c) User charges

User charges controlled by the Commission are recognised as revenue when invoices for the related services are issued.

(d) Grants and contributions

The Commission is funded through a grant from the Department of Justice and Attorney-General which is appropriated by parliament. Grants are recognised as revenue in the year in which the Commission obtains control over them. The Commission has full discretion in the use of the funds in achieving its objectives.

(e) Cash and cash equivalents

For the purposes of the Balance Sheet and the Cash Flow Statement, cash assets include all cash and cheques received but not banked at 30 June as well as deposits at call with financial institutions. It also includes investments with short periods to maturity that are readily convertible to cash on hand at the Commission's option and that are subject to low risk of changes in value.

(f) Receivables

Trade debtors are recognised at the nominal amounts due at the time of sale or service delivery. Settlement of these amounts is generally required within 30 days from invoice date.

The collectability of receivables is assessed periodically with provision being made for impairment.

Other debtors generally arise from transactions outside the usual operating activities of the Commission and are recognised at their assessed values. Terms are a maximum of three months, no interest is charged and no security is obtained.



ANTI-DISCRIMINATION COMMISSION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

1. Summary of significant accounting policies (cont'd)

(g) Inventories

Inventories held for sale are valued at the lower of cost and net realisable value.

Cost is assigned on a weighted average basis and includes expenditure incurred in acquiring the inventories and bringing them to their existing condition, except for training costs which are expensed as incurred.

Net realisable value is determined on the basis of the Commission's normal selling pattern.

Expenses associated with marketing, selling and distribution are deducted to determine net realisable value.

Inventories Held for Distribution are those inventories which the Commission distributes for no or nominal consideration. These consist of video's, CD's, DVD's and cards. Inventories Held for Distribution are measured at the lower of cost and current replacement cost.

(h) Acquisitions of assets

Actual cost is used for the initial recording of all non-current physical asset acquisitions. Cost is determined as the value given as consideration plus costs incidental to the acquisition, including all other costs incurred in getting the assets ready for use. However, any training costs are expensed as incurred.

Assets acquired at no cost or for nominal consideration, are recognised at their fair value at the date of acquisition in accordance with AASB 116 *Property, Plant and Equipment*.

(i) Property, plant and equipment

Items of plant and equipment with a cost or other value equal to or in excess of the following thresholds are recognised for financial reporting purposes in the year of acquisition:

Buildings and Infrastructure	\$10,000
Land	\$1
Other (including heritage & cultural)	\$5,000

Items with a lesser value are expensed in the year of acquisition.

(j) Revaluation of non-current physical assets

Plant and equipment is measured at cost. The carrying amounts for plant and equipment should not materially differ from their fair value.



ANTI-DISCRIMINATION COMMISSION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

1. Summary of significant accounting policies (cont'd)

(k) Depreciation of property, plant and equipment

Plant and equipment is depreciated on a straight-line basis so as to allocate the net cost or revalued amount of each asset, less its estimated residual value, progressively over its estimated useful life to the Commission.

For each class of depreciable asset the following depreciation rates were used:

Class	Rate %
Plant and equipment:	
Computers	33.3%
Office equipment	20.0%
Electrical	33.3%
Furniture	14.3%
Other	25.0%

(l) Impairment of non-current assets

All non-current physical and intangible assets are assessed for indicators of impairment on an annual basis. If an indicator of possible impairment exists, the Commission determines the asset's recoverable amount. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

The asset's recoverable amount is determined as the higher of the asset's fair value less costs to sell and depreciated replacement cost.

An impairment loss is recognised immediately in the Income Statement, unless the asset is carried at a revalued amount. When the asset is measured at a revalued amount, the impairment loss is offset against the asset revaluation reserve of the relevant class to the extent available.

Where an impairment loss subsequently reverses, the carrying amount of the asset 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 in prior years. A reversal of an impairment loss is recognised as income, unless the asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

(m) Leases

Operating lease payments are representative of the pattern of benefits derived from the leased assets and are expensed in the periods in which they are incurred.

The Commission does not have any finance leases.

(n) Payables

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase/contract price, gross of applicable trade and other discounts. Amounts owing are unsecured and are generally settled on 30 day terms.



ANTI-DISCRIMINATION COMMISSION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

1. Summary of significant accounting policies (cont'd)

(o) Employee benefits

Wages, salaries, recreation leave and sick leave

Wages, salaries and recreation leave due but unpaid at reporting date are recognised in the Balance Sheet at the remuneration rates expected to apply at the time of settlement. Payroll tax and worker's compensation insurance are a consequence of employing employees, but are not counted in an employee's total remuneration package. They are not employee benefits and are recognised separately as employee related expenses. Employer superannuation contributions and long service leave levies are regarded as employee benefits.

For unpaid entitlements expected to be paid within 12 months, the liabilities are recognised at their undiscounted values. For those entitlements not expected to be paid within 12 months, the liabilities are classified as non-current liabilities and recognised at their present value, calculated using yields on Fixed Rate Commonwealth Government bonds of similar maturity.

Prior history indicates that on average, sick leave taken each reporting period is less than the entitlement accrued. This is expected to continue in future periods. Accordingly, it is unlikely that existing accumulated entitlements will be used by employees and no liability for unused sick leave entitlements is recognised.

As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

Long service leave

Under the Queensland Government's long service leave scheme, a levy is made on the Commission to cover this cost. Levies are expensed in the period in which they are paid or payable. Amounts paid to employees for long service leave are claimed from the scheme as and when leave is taken.

No provision for long service leave is recognised in the financial statements, the liability being held on a whole-of-Government basis and reported in the financial report prepared pursuant to AAS 31 *Financial Reporting by Governments*.

Superannuation

Employer superannuation contributions are paid to QSuper, the superannuation plan for Queensland Government employees, at rates determined by the State Actuary. Contributions are expensed in the period in which they are paid or payable. The Commission's obligation is limited to its contribution to QSuper.

Therefore, no liability is recognised for accruing superannuation benefits in these financial statements, the liability being held on a whole-of-Government basis and reported in the financial report prepared pursuant to AAS 31 *Financial Reporting by Governments*.



1. Summary of significant accounting policies (cont'd)

(o) Employee benefits (cont'd)

Executive Remuneration

The executive remuneration disclosures in the employee expenses note (Note 5) in the financial statements include the aggregate remuneration of all senior executive officers whose remuneration for the financial year is \$100,000 or more and the number of senior executives whose total remuneration for the financial year falls within each successive \$20,000 band, commencing at \$100,000.

The remuneration disclosed is all remuneration received or receivable, directly or indirectly, from the entity or any related party in connection with the management of the affairs of the entity or any of its subsidiaries, whether as an executive or otherwise. For this purpose, remuneration includes:

- wages and salaries;
- accrued leave (that is, the increase or decrease in the amount of annual and long service leave owed to an executive, inclusive of any increase in the value of leave balances as a result of salary rate increases or the like);
- performance pay received or due and receivable in relation to the financial year, provided that a liability exists (namely a determination has been made prior to the financial statements being signed), and can be reliably measured even though the payment may not have been made during the financial year;
- accrued superannuation (being the value of all employer superannuation contributions during the financial year, both paid and payable as at 30 June);
- car parking benefits and the cost of motor vehicles, such as lease payments, fuel costs, registration/insurance, and repairs/maintenance incurred by the Commission during the financial year, both paid and payable as at 30 June, net of any amounts subsequently reimbursed by the executives;
- allowances (which are included in the remuneration agreements of executives, such as airfares or other travel costs paid to/for executives whose homes are situated in a location other than the location they work in); and
- fringe benefits tax included in remuneration agreements.

(p) Insurance

The Commission's non-current physical assets and other risks are insured through the Queensland Government Insurance Fund, premiums being paid on a risk assessment basis. In addition, the Commission pays premiums to WorkCover Queensland in respect of its obligations for employee compensation.

(q) Taxation

The Commission is a State body as defined under the *Income Tax Assessment Act 1936* and is exempt from Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). As such, FBT and GST credits receivable from/payable to the Australian Tax Office (ATO) are recognised and accrued.



ANTI-DISCRIMINATION COMMISSION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

1. Summary of significant accounting policies (cont'd)

(r) Issuance of financial statements

The financial statements are authorised for issue by the Anti-Discrimination Commissioner and Manager of Support Services at the date of signing the Management Certificate.

(s) Judgements and assumptions

The Commission has made no judgements or assessments which may cause a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

(t) Rounding and comparatives

Amounts included in the financial statements are in Australian dollars and have been rounded to the nearest \$1,000 or, where that amount is \$500 or less, to zero, unless disclosure of the full amount is specifically required.

Comparative information has been restated where necessary to be consistent with disclosures in the current reporting period.

(u) New and revised accounting standards

Disclosure is required when initial application of an Australian Accounting Standard has an effect on the current period or any prior period, would have such an effect, except that it is impracticable to determine the amount of the adjustment, or might have an effect on future periods.

Disclosure is required when a new Australian Accounting Standard which has been issued but is not yet effective has not been applied.

The Commission cannot early adopt a new accounting standard ahead of the specified commencement date unless approval is obtained from Treasury. The Treasurer mandated the early adoption of AASB 7 *Financial Instruments: Disclosure* in the 2005-06 financial year. No additional standards have been early adopted in 2006-07. Consequently, the Commission has not applied the other Australian Accounting Standards and AASB & UIG Interpretations that have been issued but are not yet effective. These will be applied from their operative date.

At the date of authorisation of the financial report, the following Standards and Interpretations had been issued or revised but were not yet effective:

Title	Operative for reporting periods beginning on/after
AASB 1: <i>First-time adoption of Australian equivalents to International Financial Reporting Standards</i>	1 January 2008
AASB 2: <i>Share-based Payment</i>	1 March 2007
AASB 4: <i>Insurance Contracts</i>	1 January 2007
AASB 8: <i>Operating Segments</i>	1 January 2009
AASB 101: <i>Presentation of Financial Statements</i>	1 January 2007
AASB 114: <i>Segment Reporting</i>	1 January 2007
AASB 117: <i>Leases</i>	28 February 2007
AASB 118: <i>Revenue</i>	28 February 2007



ANTI-DISCRIMINATION COMMISSION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

1. Summary of significant accounting policies (cont'd)

(u) New and revised accounting standards (cont'd)

Title	Operative for reporting periods beginning on/after
AASB 120: <i>Accounting for Government Grants and Disclosure of Government Assistance</i>	28 February 2007
AASB 121: <i>The Effects of Changes in Foreign Exchange Rates</i>	28 February 2007
AASB 127: <i>Consolidated and Separate Financial Statements</i>	28 February 2007
AASB 131: <i>Interest in Joint Ventures</i>	28 February 2007
AASB 132: <i>Financial Instruments: Presentation</i>	1 January 2007
AASB 133: <i>Earnings per Share</i>	1 January 2007
AASB 139: <i>Financial Instruments: Recognition and Measurement</i>	28 February 2007
AASB 1023: <i>General Insurance Contracts</i>	1 January 2007
AASB 1038: <i>Life Insurance Contracts</i>	1 January 2007
AASB 1048: <i>Interpretation and Application of Standards</i>	31 March 2007
AASB 1049: <i>Financial Reporting of General Government Sectors by Governments</i>	1 July 2008
AASB 2007-1: <i>Amendments to Australian Accounting Standards arising from AASB Interpretation 11 [AASB 2]</i>	1 March 2007
AASB 2007-2: <i>Amendments to Australian Accounting Standards arising from AASB Interpretation 12 [AASB 1, AASB 117, AASB 118, AASB 120, AASB 121, AASB 127, AASB 131 & AASB 139]</i>	28 February 2007
AASB 2007-3: <i>Amendments to Australian Accounting Standards arising from AASB Interpretation 8 [AASB 5, AASB 6, AASB 102, AASB 107, AASB 119, AASB 127, AASB 134, AASB 136, AASB 1023 & AASB 1038]</i>	1 January 2009
Interpretation 4: <i>Determining whether an Arrangement contains a Lease [revised]</i>	1 January 2008
Interpretation 10: <i>Interim Financial Reporting and Impairment</i>	1 November 2006
Interpretation 11: <i>AASB 2 - Group and Treasury Share Transactions</i>	1 March 2007
Interpretation 12: <i>Service Concession Arrangements</i>	1 January 2008
Interpretation 129: <i>Disclosure - Service Concession Arrangements [revised]</i>	1 January 2008

It is anticipated that the above Standards and Interpretations are either not applicable to the Commission or adoption of them in future periods will have no material financial impact on the Commission's financial statements.



ANTI-DISCRIMINATION COMMISSION**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07**

	2007 \$'000	2006 \$'000
2. User charges		
Training sessions	183	179
Saleable publications	12	5
Total	<u>195</u>	<u>184</u>
3. Grants and other contributions		
Grant from Department of Justice and Attorney-General	4,194	4,082
Total	<u>4,194</u>	<u>4,082</u>
4. Other revenues		
Interest	81	66
Services to Human Rights & Equal Opportunity Commission	10	10
Other	10	-
Total	<u>101</u>	<u>76</u>
5. Employee expenses		
Employee benefits		
Wages and salaries	2,409	2,299
Employer superannuation contributions*	294	279
Long service leave levy*	42	40
Other employee benefits	22	32
Employee related expenses		
Workers' compensation premium*	6	6
Payroll tax*	109	118
Other employee related expenses	42	10
Total	<u>2,924</u>	<u>2,784</u>

* Cost of workers' compensation insurance and payroll tax are a consequence of employing employees, but are not counted in employees' total remuneration package. They are not employee benefits, but rather employee related expenses. Employer Superannuation Contributions and the long service leave levy are regarded as employee benefits.

The number of employees including both full-time employees and part-time employees measured on a full-time basis is:

Number of employees:	38	37
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ANTI-DISCRIMINATION COMMISSION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

5. Employee expenses (cont'd)

<i>Executive Remuneration</i>	2007	2006
The number of senior executives who received or were due to receive total remuneration of \$100,000 or more:		
\$140 000 to \$159 999	-	1
\$180 000 to \$199 999	<u>1</u>	<u>-</u>
Total	<u><u>1</u></u>	<u><u>1</u></u>
 The total remuneration of executives shown above**	 \$184,320	 \$155,540

** The amount calculated as executive remuneration in these financial statements includes the direct remuneration received, as well as items not directly received by senior executives, such as the movement in leave accruals and fringe benefits tax paid on motor vehicles. This amount will therefore differ from advertised executive remuneration packages which do not include the latter items.

The total separation and redundancy/termination benefit payments during the year to executives shown above.	Nil	Nil
	2007	2006
	\$'000	\$'000

6. Supplies and services

Tenancy	339	330
Property outgoings	97	93
Printing and postage	118	109
Tribunal member fees	78	128
Professional services	43	5
Travel	70	77
Operating level agreement	85	84
Computing	116	58
Conference/workshop	55	26
Motor vehicle	39	22
Telephones	121	102
Subscription and publications	22	30
Minor works	4	7
Transcription charges	67	78
Stores and stationery	26	17
Interpreter's fees	18	14
Plant and equipment charges	44	14
Other	20	118
Total	<u><u>1,362</u></u>	<u><u>1,312</u></u>



ANTI-DISCRIMINATION COMMISSION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

	2007 \$'000	2006 \$'000
7. Depreciation		
Depreciation was incurred in respect of:		
Plant and equipment	16	26
Total	<u>16</u>	<u>26</u>

8. Other expenses

External audit fees ***	11	10
Insurance Premiums - QGIF	-	2
Losses from disposal of plant & equipment	2	3
Total	<u>13</u>	<u>15</u>

*** Total external audit fees relating to the 2006-07 financial year are estimated to be \$11,000 (2006: \$10,300). There are no non-audit services included in this amount.

9. Cash and cash equivalents

Imprest accounts	2	2
Cash at bank	489	291
Term deposits	500	500
Total	<u>991</u>	<u>793</u>

Term deposits with the Commonwealth Bank earned interest at rates between 5.61% and 6.19% (2006: 5.36% and 5.61%)

10. Receivables

Trade debtors	22	50
GST receivable	16	15
GST payable	-	(3)
Long service leave reimbursements	11	6
Sundry debtors	5	5
Total	<u>54</u>	<u>73</u>



ANTI-DISCRIMINATION COMMISSION**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07**

	2007	2006
	\$'000	\$'000
11. Inventories		
Inventory held for resale	52	7
Inventory held for distribution	<u>27</u>	<u>-</u>
Total	<u>79</u>	<u>7</u>
12. Other current assets		
Prepayments	<u>16</u>	<u>13</u>
Total	<u>16</u>	<u>13</u>
13. Plant and equipment		
Plant and equipment:		
At cost	237	265
Less: Accumulated depreciation	<u>(200)</u>	<u>(222)</u>
Total	<u>37</u>	<u>43</u>
<p>Plant and equipment is valued at cost in accordance with Queensland Treasury's <i>Non-Current Asset Accounting Policies for the Queensland Public Sector</i>.</p>		
Plant and equipment reconciliation		
Carrying amount at 1 July 2006	43	66
Acquisitions	12	6
Disposals	(2)	(3)
Depreciation	<u>(16)</u>	<u>(26)</u>
Carrying amount at 30 June 2007	<u>37</u>	<u>43</u>
14. Payables		
Trade creditors	69	16
Other	<u>8</u>	<u>5</u>
Total	<u>77</u>	<u>21</u>



ANTI-DISCRIMINATION COMMISSION**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07**

	2007	2006
	\$'000	\$'000
15. Accrued employee benefits		
Current		
Recreation leave	228	219
Long service leave levy payable	11	-
Wages outstanding	48	50
FBT payable	3	5
Total	<u>290</u>	<u>274</u>
Non-Current		
Recreation leave	10	9
Total	<u>10</u>	<u>9</u>

The discount rates used to calculate the present value of non-current annual leave is 6.4% (2006: 5.8%).

16. Reconciliation of operating surplus to net cash provided by (used in) operating activities

Operating surplus/deficit	175	205
Depreciation expense	16	26
Loss on sale of plant and equipment	2	3
Change in assets and liabilities:		
(Increase)/decrease in trade receivables	28	-
(Increase)/decrease in GST input tax credits receivable	(1)	(6)
(Increase)/decrease in LSL reimbursement receivables	(5)	22
(Increase)/decrease in other receivables	-	(35)
(Increase)/decrease in inventories	(72)	5
(Increase)/decrease in prepayments	(3)	(9)
Increase/(decrease) in accounts payable	56	(21)
Increase/(decrease) in accrued employee benefits	17	14
Increase/(decrease) in GST payable	(3)	-
Adjustment for changes in assets and liabilities relating to capital items	-	(2)
Net cash provided by (used in) operating activities	<u>210</u>	<u>202</u>



ANTI-DISCRIMINATION COMMISSION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2006-07

	2007	2006
	\$'000	\$'000

17. Commitments for expenditure

(a) Non-cancellable operating lease commitments

Commitments under operating leases at reporting date are inclusive of anticipated GST and are payable as follows:

Not later than one year	398	347
Later than one year and not later than five years	417	631
Later than five years	-	-
Total	815	978

18. Contingencies

(a) Guarantees and undertakings

The Commission was not committed to any guarantees or undertakings at 30 June 2007.

(b) Litigations in progress

There were no cases filed naming the Commission as defendant as at 30 June 2007.

19. Financial instruments

Categorisation of Financial Instruments

The Commission has categorised the financial assets and financial liabilities held as:

Financial Assets	Category	
Cash		
Receivables	Loans and receivables (at nominal value)	
 Financial Liabilities		
Payables	Financial liability not at fair value through the Income Statement (at nominal value)	



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19. Financial instruments (cont'd)

Credit risk exposure

The maximum exposure to credit risk at balance date in relation to each class of recognised financial assets is the gross carrying amount of those assets inclusive of any provisions for impairment.

The Commission manages credit risk through the use of the credit management strategy. This strategy aims to reduce the exposure to credit default by ensuring that the Commission invests in secure assets, and monitors all funds owed on a timely basis. Exposure to credit risk is monitored on a regular basis. The method for calculating any provisional impairment for risk is based on past experience, current and expected changes in economic conditions and changes in client credit ratings.

The following table represents the Commission's maximum exposure to credit risk based on contractual amounts net of any allowances as per AASB 139:

	Maximum exposure to credit risk	
	2007	2006
	\$'000	\$'000
Financial Assets		
Cash	991	793
Receivables	54	73
Total	1,045	866

Past due or impaired

No collateral is held as security relating to the financial assets held by the Commission. No credit enhancements relate to the financial assets held by the Commission.

No financial assets have had their terms renegotiated so as to prevent them from being past due or impaired, and are stated at the carrying amounts as indicated. Aging of past due or impaired financial instruments are disclosed in the Credit, Liquidity and Interest Risk table at the end of this note.

Liquidity Risk

The Commission is exposed to liquidity risk through its trading in the normal course of business.

The Commission manages liquidity risk through the use of the liquidity management strategy. This strategy aims to reduce the exposure to liquidity risk by ensuring the Commission has sufficient funds available to meet employee and supplier obligations at all times. This is achieved by ensuring that minimum levels of cash are held within the various bank accounts so as to match the expected duration of the various employee and supplier liabilities.

The contract maturity analysis is disclosed in the credit, liquidity and interest risk table at the end of this note.

Market Risk

The Commission does not trade in foreign currency and is not materially exposed to commodity price changes. The Commission is exposed to interest rate risk through its cash deposited in interest bearing accounts. Details have been disclosed in the liquidity and interest risk tables. The Commission does not undertake any hedging in relation to interest risk and manages its risk as per the liquidity risk management strategy.



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19. Financial instruments (cont'd)

Fair value

The fair value of financial assets and liabilities is determined as follows:

- The fair value of financial assets and liabilities, cash and cash equivalents and non-Interest bearing monetary financial assets and financial liabilities approximate their carrying amounts and are not disclosed separately.

- The fair value of prepayments is represented by the book value as the period of time to consumption is short and there are no rates involved in the calculation, therefore they are not disclosed separately.

The Commission has not offset any assets and liabilities.

The following tables set out the credit, liquidity and interest risks of financial instruments held by the Commission in a format as it might be provided to management. The maturity amounts relate to the actual contractual payments before net present value calculations with the associated adjustment back to book value disclosed.

2007

Credit, Liquidity and Interest Risk Tables
Maturity Date:

	Less than 1 month	1-3 months	3 months to 1 year	1 to 5 years	Greater than 5 years	Adjust- ment	Carrying Amount	Weighted Average Rate
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	%
Financial Assets								
Cash	491	-	-	-	-	-	491	5.26
Term deposit	500	-	-	-	-	-	500	6.03
Receivables	54	-	-	-	-	-	54	N/A
Total	1,045	-	-	-	-	-	1,045	

Financial Assets

Payables	77	-	-	-	-	-	77	N/A
Total	77	-	-	-	-	-	77	

2006

Credit, Liquidity and Interest Risk Tables
Maturity Date:

	Less than 1 month	1-3 months	3 months to 1 year	1 to 5 years	Greater than 5 years	Adjust- ment	Carrying Amount	Weighted Average Rate
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	%
Financial Assets								
Cash	293	-	-	-	-	-	293	4.63
Term deposit	500	-	-	-	-	-	500	5.42
Receivables	73	-	-	-	-	-	73	N/A
Total	866	-	-	-	-	-	866	

Financial Assets

Payables	21	-	-	-	-	-	21	N/A
Total	21	-	-	-	-	-	21	

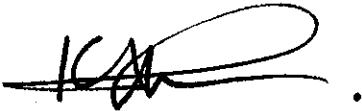


CERTIFICATE OF THE ANTI-DISCRIMINATION COMMISSION

These general purpose financial statements have been prepared pursuant to section 46F (1) of the *Financial Administration and Audit Act 1977* (the Act), and other prescribed requirements. In accordance with Section 46F (3) of the Act we certify that in our opinion:

(a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and

(b) the statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Anti-Discrimination Commission for the financial year ended 30 June 2007 and of the financial position of the Commission at the end of that year.



Kylie Guthrie
Manager, Support Services



Susan Booth
Anti-Discrimination Commissioner

18 September 2007

INDEPENDENT AUDITOR'S REPORT

To the Anti-Discrimination Commission

Matters Relating To The Electronic Presentation Of The Audited Financial Report

The audit report relates to the financial report of the Anti-Discrimination Commission of Queensland for the financial year ended 30 June 2007 included on the Anti-Discrimination Commission of Queensland's web site. The Anti-Discrimination Commissioner is responsible for the integrity of the Anti-Discrimination Commission of Queensland's web site. We have not been engaged to report on the integrity of the Anti-Discrimination Commission of Queensland's web site. The audit report refers only to the statements named below. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of the financial report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report, available from the Anti-Discrimination Commission of Queensland, to confirm the information included in the audited financial report presented on this web site.

These matters also relate to the presentation of the audited financial report in other electronic media including CD Rom.

Report on the Financial Report

I have audited the accompanying financial report of the Anti-Discrimination Commission which comprises the balance sheet as at 30 June 2007, and the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and certificates given by the Manager, Support Services and the Anti-Discrimination Commissioner.

The Commissioner's Responsibility for the Financial Report

The Anti-Discrimination Commissioner is responsible for the preparation and fair presentation of the financial report in accordance with prescribed accounting requirements identified in the *Financial Administration and Audit Act 1977* and the *Financial Management Standard 1997*, including compliance with applicable Australian Accounting Standards (including the Australian Accounting Interpretations). This responsibility includes establishing and maintaining internal controls relevant to the preparation 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 accounting estimates that are reasonable in the circumstances. In Note 1, the Anti-Discrimination Commission also state, in accordance with Accounting Standard AASB 101 *Presentation of Financial Statements*, that compliance with Australian equivalents to International Financial Reporting Standards ensures that the financial report, comprising the financial statements and notes, complies with International Financial Reporting Standards.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on the audit. The audit was conducted in accordance with *Auditor-General of Queensland Auditing Standards*, which incorporate the *Australian Auditing Standards*. These Auditing Standards require compliance with relevant ethical requirements relating to audit engagements and that the audit is planned and performed to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of risks of material misstatement in the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control, other than in expressing an opinion on compliance with prescribed requirements. An audit also includes evaluating the appropriateness of accounting policies and the reasonableness of accounting estimates made by the Anti-Discrimination Commission, as well as evaluating the overall presentation of the financial report including any mandatory financial reporting requirements as approved by the Treasurer for application in Queensland.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

The *Financial Administration and Audit Act 1977* promotes the independence of the Auditor-General and QAO authorised auditors. The Auditor-General is the auditor of all Queensland public sector entities and can only be removed by Parliament.

The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

Auditor's Opinion

In accordance with s.46G of the *Financial Administration and Audit Act 1977* –

- (a) I have received all the information and explanations which I have required; and
- (b) in my opinion –
 - (i) the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects; and
 - (ii) the financial report has been drawn up so as to present a true and fair view, in accordance with the prescribed accounting standards of the transactions of the Anti-Discrimination Commission for the financial year 1 July 2006 to 30 June 2007 and of the financial position as at the end of that year; and
 - (iii) the financial report also complies with International Financial Reporting Standards as disclosed in Note 1.



G D MADIGAN CPA
Audit Manager
(as Delegate of the Auditor-General of Queensland)

Queensland Audit Office
Brisbane

