



ANTI DISCRIMINATION  
COMMISSION QUEENSLAND

**Financial Statements**  
**for the financial year ended**  
**30 June 2010**

# Anti-Discrimination Commission Financial Statements 2009-10

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## General Information

These financial statements cover the Anti-Discrimination Commission.

The Anti-Discrimination Commission is a Queensland Government Entity established under the *Public Service Act 2008*.

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 17  
53 Albert Street  
Brisbane QLD 4002

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 statements please call (07) 3247 0929, email [warren.edwards@adcq.qld.gov.au](mailto:warren.edwards@adcq.qld.gov.au), or visit the Commission's internet site [www.adcq.qld.gov.au](http://www.adcq.qld.gov.au).

Amounts shown in these financial statements may not add to the correct sub-totals or totals due to rounding.

**ANTI-DISCRIMINATION COMMISSION**  
**Statement of Comprehensive Income**  
**for the year ended 30 June 2010**

	Notes	2010 \$'000	2009 \$'000
<b>Income from Continuing Operations</b>			
<i>Revenue</i>			
User charges	2	157	158
Grants and other contributions	3	4,700	5,541
Other revenues	4	74	121
<b>Total Income from Continuing Operations</b>		<u>4,931</u>	<u>5,820</u>
<b>Expenses from Continuing Operations</b>			
Employee expenses	5	3,091	3,226
Supplies and services	6	1,604	2,092
Grants and subsidies	7	10	-
Depreciation and amortisation	8	190	47
Other expenses	9	24	23
<b>Total Expenses from Continuing Operations</b>		<u>4,919</u>	<u>5,388</u>
<b>Operating Result from Continuing Operations</b>		<u>12</u>	<u>432</u>
<b>Total Comprehensive Income</b>		<u>12</u>	<u>432</u>

*The accompanying notes form part of these statements.*



**ANTI-DISCRIMINATION COMMISSION**  
**Statement of Financial Position**  
**as at 30 June 2010**

	Notes	2010 \$'000	2009 \$'000
<b>Current Assets</b>			
Cash and cash equivalents	10	918	1,205
Receivables	11	92	149
Inventories	12	51	57
Other	13	25	23
<b>Total Current Assets</b>		<b>1,086</b>	<b>1,434</b>
<b>Non Current Assets</b>			
Intangible assets	14	306	-
Plant and equipment	15	1,413	1,495
<b>Total Non Current Assets</b>		<b>1,719</b>	<b>1,495</b>
<b>Total Assets</b>		<b>2,805</b>	<b>2,929</b>
<b>Current Liabilities</b>			
Payables	16	119	182
Other financial liabilities	17	90	90
Accrued employee benefits	18	265	246
Other	19	6	16
<b>Total Current Liabilities</b>		<b>480</b>	<b>534</b>
<b>Non Current Liabilities</b>			
Other financial liabilities	17	698	789
Accrued employee benefits	18	81	63
<b>Total Non Current Liabilities</b>		<b>779</b>	<b>852</b>
<b>Total Liabilities</b>		<b>1,259</b>	<b>1,386</b>
<b>Net Assets</b>		<b>1,546</b>	<b>1,543</b>
<b>Equity</b>			
Contributed equity		407	416
Accumulated surplus		1,139	1,127
<b>Total Equity</b>		<b>1,546</b>	<b>1,543</b>

*The accompanying notes form part of these statements.*



**ANTI-DISCRIMINATION COMMISSION**  
**Statement of Changes in Equity**  
**for the year ended 30 June 2010**

	Accumulated Surplus		Contributed Equity		TOTAL	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Balance as at 1 July	1,127	695	416	155	1,543	850
Operating Result from Continuing Operations	12	432	-	-	12	432
<i>Transactions with Owners as Owners:</i>						
- Appropriated equity injections	-	-	-	261	-	261
- Other (involuntary asset transfer-Note 1(s))	-	-	(9)	-	(9)	-
<b>Balance as at 30 June</b>	<b>1,139</b>	<b>1,127</b>	<b>407</b>	<b>416</b>	<b>1,546</b>	<b>1,543</b>

*The accompanying notes form part of these statements.*



**ANTI-DISCRIMINATION COMMISSION**  
**Statement of Cash Flows**  
**for the year ended 30 June 2010**

	Notes	2010 \$'000	2009 \$'000
<b>Cash flows from operating activities</b>			
<i>Inflows:</i>			
User charges		177	146
Grants and other contributions		4,700	5,541
Interest receipts		49	102
GST input tax credits from ATO		204	203
GST collected from customers		20	18
Other		21	24
<i>Outflows:</i>			
Employee expenses		(3,061)	(3,210)
Supplies and services		(1,661)	(1,991)
Grants and subsidies		(10)	-
GST paid to suppliers		(264)	(272)
GST remitted to ATO		(16)	(14)
Other		(23)	(23)
<b>Net cash provided by (used in) operating activities</b>	20	<u>136</u>	<u>524</u>
<b>Cash flows from investing activities</b>			
<i>Outflows:</i>			
Payments for plant and equipment		(100)	(617)
Payments for intangibles		(322)	-
<b>Net cash provided by (used in) investing activities</b>		<u>(422)</u>	<u>(617)</u>
<b>Cash flows from financing activities</b>			
<i>Inflows:</i>			
Equity injections		-	261
<b>Net cash provided by (used in) financing activities</b>		<u>-</u>	<u>261</u>
Net increase (decrease) in cash and cash equivalents		(287)	168
Cash and cash equivalents at beginning of financial year		1,205	1,037
<b>Cash and cash equivalents at end of financial year</b>	10	<u><u>918</u></u>	<u><u>1,205</u></u>

*The accompanying notes form part of these statements.*



**ANTI-DISCRIMINATION COMMISSION**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2009-10**

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**Objectives and Principal Activities of the Commission**

The *Anti-Discrimination Act 1991* (the Act) 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 Commission is predominantly funded through parliamentary appropriations via a grant from the Department of Justice and Attorney-General.

The Commission provides some services on a fee for service basis with respect to:

- publications; and
- training workshops.



**1. Summary of Significant Accounting Policies**

**(a) Statement of Compliance**

The Anti-Discrimination Commission has prepared these financial statements in compliance with section 43 of the *Financial and Performance Management Standard 2009*.

These financial statements are general purpose financial statements, and have been prepared on an accrual basis in accordance with Australian Accounting Standards and Interpretations. In addition, the financial statements comply with Treasury's Minimum Reporting Requirements for the year ending 30 June 2010, and other authoritative pronouncements.

With respect to compliance with Australian Accounting Standards and Interpretations, the Anti-Discrimination Commission has applied those requirements applicable to not-for-profit entities, as the Anti-Discrimination Commission is a not-for-profit entity. 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 Commission. The Commission does not control any other entities.

**(c) User Charges**

User charges and fees controlled by the Commission are recognised as revenues when the revenue has been earned and can be measured reliably with a sufficient degree of certainty. This involves either invoicing for related goods/services and/or the recognition of accrued revenue. User charges and fees are controlled by the Commission where they can be deployed for the achievement of Commission objectives.

**(d) Grants and Contributions**

Grants, contributions, donations, and gifts that are non-reciprocal in nature are recognised as revenue in the year in which the Commission obtains control over them. Where grants are received that are reciprocal in nature, revenue is recognised over the term of the funding arrangements.

**(e) Cash and Cash Equivalents**

For the purposes of the Statement of Financial Position and the Statement of Cash Flows, cash assets include all cash and cheques received but not banked at 30 June as well as deposits at call with financial institutions.

**(f) Receivables**

Trade debtors are recognised at the amounts due at the time of sale or service delivery i.e. the agreed purchase/contract price. Settlement of these amounts is required within 30 days from invoice date.

The collectability of receivables is assessed periodically with provision being made for impairment. All known bad debts were written-off as at 30 June.

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 2009-10**

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**(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 that the Commission distributes for no or nominal consideration. These consist of videos, CDs, DVDs and brochures. Inventories held for distribution are measured at cost adjusted, where applicable, for any loss of service potential.

**(h) Acquisitions of Assets**

Actual cost is used for the initial recording of all non-current physical and intangible 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, other than from an involuntary transfer from another Queensland Government entity, are recognised at their fair value at the date of acquisition in accordance with AASB 116 *Property, Plant and Equipment*.

**(i) Plant and Equipment**

Items of plant and equipment with a cost or other value equal to or in excess of \$5,000 are recognised for financial reporting purposes in the year of acquisition. Items with a lesser value are expensed in the year of acquisition.



**(j) Revaluations of Non-Current Physical and Intangible Assets**

Where intangible assets have an active market, they are measured at fair value, otherwise they are measured at cost.

Plant and equipment is measured at cost in accordance with Treasury's *Non-Current Asset Policies*.

**(k) Intangibles**

Intangible assets with a cost or other value equal to or greater than \$100,000 are recognised in the financial statements, items with a lesser value being expensed. Each intangible asset is amortised over its estimated useful life to the Commission, less any anticipated residual value. The residual value is zero for all the Commission's intangible assets.

No intangible assets have been classified as held for sale or form part of a disposal group held for sale.

*Internally Generated Software*

Expenditure on research activities relating to internally-generated intangible assets is recognised as an expense in the period in which it is incurred.

Costs associated with the development of computer software have been capitalised and are amortised on a straight line basis over the period of expected benefit to the Commission, namely 10 years.

**(l) Amortisation and Depreciation of Intangibles and Plant and Equipment**

All intangible assets of the Commission have finite useful lives and are amortised on a straight line basis.

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.

Any expenditure that increases the originally assessed capacity or service potential of an asset is capitalised and the new depreciable amount is depreciated over the remaining useful life of the asset to the Commission.

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

<b>Class</b>	<b>Rate %</b>
Plant and equipment:	
Computer equipment	14.3 to 20.0
Office equipment	20.0
Electrical equipment	11.1
Leasehold improvement	10.0
Other	20.0
Intangible assets:	
Software Internally Generated	10.0



**(m) 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 Statement of Comprehensive Income, 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 surplus 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. Refer also note 1(j).

**(n) 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.

Incentives received on entering into operating leases are recognised as liabilities. Lease payments are allocated between rental expense and reduction of the liability.

**(o) Payables**

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

**(p) Financial Instruments**

*Recognition*

Financial assets and financial liabilities are recognised in the Statement of Financial Position when the Commission becomes party to the contractual provisions of the financial instrument.

*Classification*

Financial instruments are classified and measured as follows:

- Cash and cash equivalents - held at fair value through profit or loss
- Receivables - held at amortised cost
- Payables - held at amortised cost

The Commission does not enter into transactions for speculative purposes, nor for hedging. Apart from cash and cash equivalents, the Commission holds no financial assets classified at fair value through profit or loss.

All other disclosures relating to the measurement and financial risk management of financial instruments held by the Commission are included in Note 23.



(q) Employee Benefits

Employer superannuation contributions and long service leave levies are regarded as employee benefits.

Payroll tax and workers' 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.

*Wages, salaries, recreation leave and sick leave*

Wages, salaries and recreation leave due but unpaid at reporting date are recognised in the Statement of Financial Position at the current salary rates.

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

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 the cost of employees' long service leave. The levies are expensed in the period in which they are payable. Amounts paid to employees for long service leave are claimed from the scheme quarterly in arrears.

No provision for long service leave is recognised in the Commission's financial statements, the liability being held on a whole-of-Government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

*Superannuation*

Employer superannuation contributions are paid to QSuper, the superannuation plan for Queensland Government employees, at rates determined by the Treasurer on the advice of 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 the Commission's financial statements, the liability being held on a whole-of-Government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.



(q) 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 (including the position of Anti-Discrimination Commissioner) 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 paid or payable, directly or indirectly, by the Commission or any related party in connection with the management of the affairs of the Commission 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/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 paid or due and payable 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, repairs/maintenance and fringe benefit tax on motor vehicles 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;
- housing, being the market value of the rent or rental subsidy, where rent is part-paid by the executive during the financial year, both paid and payable as at 30 June;
- 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.

The disclosures apply to all senior executive positions classified as SES1 and above, with remuneration above \$100,000 in the financial year. 'Remuneration' means any money, consideration or benefit, but excludes amounts:

- paid to an executive by the Commission where the person worked during the financial year wholly or mainly outside Australia during the time the person was so employed; or
- in payment or reimbursement of out-of-pocket expenses incurred for the benefit of the entity or any of its subsidiaries.

In addition, separate disclosure of separation and redundancy/termination benefit payments is included.



**ANTI-DISCRIMINATION COMMISSION**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2009-10**

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**(r) 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.

**(s) Contributed Equity**

Non-reciprocal transfers of assets and liabilities between wholly-owned Queensland State Public Sector entities are adjusted to Contributed Equity in accordance with Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities*. On 1 December 2009, the Anti-Discrimination Tribunal was transferred to the Queensland Civil and Administrative Tribunal, which is administered by the Department of Justice and Attorney-General. Assets with a net book value of \$8,015 were transferred on this date.

**(t) 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). FBT and GST are the only taxes accounted for by the Anti-Discrimination Commission. GST credits receivable from, and GST payable to the Australian Tax Office (ATO), are recognised (refer to note 11).

**(u) 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.

**(v) Judgements**

The preparation of financial statements necessarily requires the determination and use of certain critical accounting estimates, assumptions and management judgements that have that potential to cause a material adjustment to the carrying amounts of assets and liabilities within the next financial year. Such estimates, judgements and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods as relevant.

**(w) 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.

**(x) New and Revised Accounting Standards**

The Commission did not voluntarily change any of its accounting policies during 2009-10. Those new and amended Australian accounting standards that were applicable for the first time in the 2009-10 financial year and that had a significant impact on the Commission's financial statements are as follows.



**ANTI-DISCRIMINATION COMMISSION**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2009-10**

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**(x) New and Revised Accounting Standards (cont'd)**

The Anti-Discrimination Commission complied with the revised AASB 101 *Presentation of Financial Statements* as from 2009-10. This revised standard does not have any measurement or recognition implications. Pursuant to the change of terminology used in the revised AASB 101, the Balance Sheet is now re-named to the Statement of Financial Position, and the Cash Flow Statement has now been re-named to Statement of Cash Flows. The former Income Statement has been replaced by a Statement of Comprehensive Income. The Statement of Changes in Equity now only includes details of transactions with owners in their capacity as owners, in addition to the total comprehensive income for the relevant components of equity.

The Commission is not permitted to early adopt a new or amended accounting standard ahead of the specified commencement date unless approval is obtained from the Treasury Department. Consequently, the Commission has not applied any Australian accounting standards and interpretations that have been issued but are not yet effective. The Commission applies standards and interpretations in accordance with their respective commencement dates.

At the date of authorisation of the financial report, there were no new or amended Australian accounting standards with future commencement dates which are either applicable to the Anti-Discrimination Commission, or have a material impact on the Commission.



**ANTI-DISCRIMINATION COMMISSION****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2009-10**

	2010 \$'000	2009 \$'000
<b>2. User Charges</b>		
Training sessions	152	144
Saleable publications	5	14
<b>Total</b>	<u>157</u>	<u>158</u>
<b>3. Grants and Other Contributions</b>		
Recurrent grant from Department of Justice and Attorney-General	4,699	4,980
Capital grant from Department of Justice and Attorney-General	-	561
Industry contributions	1	-
<b>Total</b>	<u>4,700</u>	<u>5,541</u>
<b>4. Other Revenues</b>		
Interest	52	97
Services to Human Rights & Equal Opportunity Commission	10	10
Other	12	14
<b>Total</b>	<u>74</u>	<u>121</u>
<b>5. Employee Expenses</b>		
<b>Employee Benefits</b>		
Wages and salaries	2,323	2,408
Annual leave expense*	256	251
Employer superannuation contributions*	314	331
Long service leave levy*	45	47
Other employee benefits	20	32
<b>Employee Related Expenses</b>		
Workers' compensation premium*	9	6
Payroll Tax*	118	119
Other employee related expenses	6	32
<b>Total</b>	<u>3,091</u>	<u>3,226</u>

\* Refer to Note 1(q)

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

	2010	2009
Number of Employees:	36	36



**ANTI-DISCRIMINATION COMMISSION**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2009-10**

**5. Employee Expenses (cont'd)**

*Executive Remuneration* 2010 2009

The number of senior executives who received or were due to receive total remuneration of \$100,000 or more:

\$180 000 to \$199 999	-	1
<b>Total</b>	-	1

	2010	2009
	\$'000	\$'000

The total remuneration of executives shown above #	0	194
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# 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.

Due to turnover in the senior executive position, no senior executive was reported to receive total remuneration of \$100,000 or more in this financial year.

**6. Supplies and Services**

Tenancy	607	579
Property outgoings	116	313
Printing and postage	65	102
Inventory sold	4	5
Inventory distributed below cost	9	11
Tribunal member fees	12	70
Professional services	182	264
Travel	47	64
Operating level agreement	122	100
Computing	160	187
Conference/workshop	21	21
Motor vehicle	25	48
Telephones	81	130
Subscription and publications	27	27
Transcription charges	9	19
Stores and stationery	31	34
Interpreter's fees	11	9
Plant and equipment charges	36	30
Other	39	79
<b>Total</b>	<b>1,604</b>	<b>2,092</b>



	2010 \$'000	2009 \$'000
<b>7. Grants and Subsidies</b>		
Australian Sports Commission	10	-
<b>Total</b>	<u>10</u>	<u>-</u>

**8. Depreciation and Amortisation**

Depreciation and amortisation were incurred in respect of:

Plant and equipment	174	47
Software internally generated	16	-
<b>Total</b>	<u>190</u>	<u>47</u>

**9. Other Expenses**

External audit fees *	19	16
Insurance Premiums - QGIF	3	3
Losses from disposal of plant & equipment	-	4
Sponsorships	2	-
<b>Total</b>	<u>24</u>	<u>23</u>

\* Total external audit fees relating to the 2009-10 financial year are estimated to be \$17,500 (2009: \$16,000). There are no non-audit services included in this amount.

**10. Cash and Cash Equivalents**

Imprest accounts	2	2
Cash at bank	166	203
Term deposits	750	1,000
<b>Total</b>	<u>918</u>	<u>1,205</u>

Term deposits with the Commonwealth Bank earned interest at rates between 2.9% and 4.48% (2009: 2.9% and 7.54%)



	2010 \$'000	2009 \$'000
<b>11. Receivables</b>		
Trade debtors	43	53
GST receivable	26	84
GST payable	-	(5)
	<u>26</u>	<u>79</u>
Long service leave reimbursements	8	5
Sundry debtors	15	12
<b>Total</b>	<u><u>92</u></u>	<u><u>149</u></u>

**12. Inventories**

Inventory held for resale	36	39
Inventory held for distribution - at cost	15	18
<b>Total</b>	<u><u>51</u></u>	<u><u>57</u></u>

**13. Other Current Assets**

Prepayments	25	23
<b>Total</b>	<u><u>25</u></u>	<u><u>23</u></u>

**14. Intangible Assets**

Software Internally Generated		
At cost	322	-
Less: Accumulated amortisation	(16)	-
<b>Total</b>	<u><u>306</u></u>	<u><u>-</u></u>

**Intangibles Reconciliation**

	Software Internally Generated		Total	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Carrying amount at 1 July	-	-	-	-
Acquisitions	322	-	322	-
Disposals	-	-	-	-
Amortisation	(16)	-	(16)	-
<b>Carrying amount at 30 June</b>	<u><u>306</u></u>	<u><u>-</u></u>	<u><u>306</u></u>	<u><u>-</u></u>



**ANTI-DISCRIMINATION COMMISSION**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2009-10**

	2010	2009
	\$'000	\$'000
<b>15. Plant and Equipment</b>		
Plant and equipment:		
At cost	1,634	1,549
Less: Accumulated depreciation	(221)	(54)
<b>Total</b>	<u>1,413</u>	<u>1,495</u>

**Plant and Equipment Reconciliation**

	Plant and Equipment		Total	
	2010	2009	2010	2009
	\$'000	\$'000	\$'000	\$'000
Carrying amount at 1 July	1,495	28	1,495	28
Acquisitions	100	1,518	100	1,518
Disposals	-	(4)	-	(4)
Involuntary asset transfer (Note 1(s))	(8)	-	(8)	-
Depreciation	(174)	(47)	(174)	(47)
<b>Carrying amount at 30 June</b>	<u>1,413</u>	<u>1,495</u>	<u>1,413</u>	<u>1,495</u>

**16. Payables**

Trade creditors	103	167
FBT payable	2	4
Payroll Tax payable	14	11
<b>Total</b>	<u>119</u>	<u>182</u>

**17. Other Financial Liabilities**

**Current**

Lease incentive liability	90	90
<b>Total</b>	<u>90</u>	<u>90</u>

**Non-Current**

Lease incentive liability	698	789
<b>Total</b>	<u>698</u>	<u>789</u>



	2010	2009
	\$'000	\$'000
<b>18. Accrued Employee Benefits</b>		
<b>Current</b>		
Recreation leave	166	160
Long service leave levy payable	11	12
Wages outstanding	88	74
<b>Total</b>	<u>265</u>	<u>246</u>
<b>Non-Current</b>		
Recreation leave	81	63
<b>Total</b>	<u>81</u>	<u>63</u>

The discount rates used to calculate the present value of non-current annual leave is 4.5% (2009: 7.0%).

**19. Other Current Liabilities**

Unearned revenue	6	16
<b>Total</b>	<u>6</u>	<u>16</u>

**20. Reconciliation of Operating Result to Net Cash from Operating Activities**

Operating Result	12	432
Depreciation and amortisation expense	190	47
Loss on sale of plant and equipment	-	4
Change in assets and liabilities:		
(Increase)/decrease in trade receivables	10	(19)
(Increase)/decrease in GST input tax credits receivable	58	(69)
(Increase)/decrease in LSL reimbursement receivables	(3)	8
(Increase)/decrease in other receivables	(3)	5
(Increase)/decrease in inventories	6	9
(Increase)/decrease in prepayments	(2)	(4)
Increase/(decrease) in lease incentive liability	(91)	(22)
Increase/(decrease) in accounts payable	(63)	119
Increase/(decrease) in accrued employee benefits	37	3
Increase/(decrease) in GST payable	(5)	4
Increase/(decrease) in unearned revenue	(10)	7
<b>Net Cash provided by (used in) operating activities</b>	<u>136</u>	<u>524</u>



	2010	2009
	\$'000	\$'000

**21. Commitments for Expenditure**

**(a) Non-Cancellable Operating Lease**

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

Not later than one year	738	710
Later than one year and not later than five years	2,760	2,621
Later than five years	437	1,165
<b>Total</b>	<b>3,935</b>	<b>4,496</b>

Operating leases are entered into as a means of acquiring access to office accommodation and storage facilities. Lease payments are generally fixed, but with inflation escalation clauses on which contingent rentals are determined.

**22. Contingencies**

**(a) Litigations in progress**

There were no cases filed naming the Commission as defendant at 30 June 2010.

**(b) Financial Guarantees**

The Commission had not given any guarantees at 30 June 2010.



**23. Financial Instruments**

**(a) Categorisation of Financial Instruments**

The Commission has the following categories of financial assets and financial liabilities:

Category	Note	2010 \$'000	2009 \$'000
<b>Financial Assets</b>			
Cash and cash equivalents	10	918	1,205
Receivables	11	92	149
<b>Total</b>		<u><u>1,010</u></u>	<u><u>1,354</u></u>
<b>Financial Liabilities</b>			
Financial liabilities measured at amortised cost:			
Payables	16	119	182
<b>Total</b>		<u><u>119</u></u>	<u><u>182</u></u>

**(b) Financial Risk Management**

Anti-Discrimination Commission's activities expose it to a variety of financial risks - interest rate risk, credit risk, liquidity risk and market risk.

Financial risk management is implemented pursuant to Government and Anti-Discrimination Commission's policy. These policies focus on the unpredictability of the financial markets and seek to minimise potential adverse effects on the financial performance of the Commission.

Anti-Discrimination Commission measures risk exposure using a variety of methods as follows -

Risk Exposure	Measurement method
Credit risk	Ageing analysis, earnings at risk
Liquidity risk	Sensitivity analysis
Market risk	Interest rate sensitivity analysis



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23. Financial Instruments (cont'd)

(c) *Credit Risk Exposure*

Credit risk exposure refers to the situation where the Commission may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation.

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

Maximum exposure to credit risk

Category	Note	2010 \$'000	2009 \$'000
<b>Financial assets</b>			
Cash	10	918	1,205
Receivables	11	92	149
<b>Total</b>		<b>1,010</b>	<b>1,354</b>

**Financial Assets**

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

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 an ongoing basis.

No financial assets and financial liabilities have been offset and presented net in the Statement of Financial Position.

The method for calculating any provision for impairment is based on past experience, current and expected changes in economic conditions and changes in client credit ratings. These economic and geographic changes form part of the Commission's documented risk analysis assessment in conjunction with historic experience and associated industry data.

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.



23. Financial Instruments (cont'd)

(c) Credit Risk Exposure (cont'd)

Aging of past due but not impaired financial assets are disclosed in the following tables:

*2010 Financial assets past due but not impaired*

	Overdue				Total
	Less than 30 days	30-60 days	61-90 days	More than 90 days	
	\$'000	\$'000	\$'000	\$'000	
Receivables	21	2	3	3	29
<b>Total</b>	<b>21</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>29</b>

*2009 Financial assets past due but not impaired*

	Overdue				Total
	Less than 30 days	30-60 days	61-90 days	More than 90 days	
	\$'000	\$'000	\$'000	\$'000	
Receivables	8	0	0	2	10
<b>Total</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>10</b>

**Financial Liabilities**

The Commission has no financial liabilities that have credit risk exposure in this reporting period.



23. Financial Instruments (cont'd)

(d) *Liquidity Risk*

Liquidity risk refers to the situation where the Commission may encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.

The Commission is exposed to liquidity risk in respect of its payables.

The Commission manages liquidity risk through the use of a 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 as they fall due. 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 following table sets out the liquidity risk of financial liabilities held by the Commission. It represents the contractual maturity of financial liabilities, calculated based on cash flows relating to the liabilities at reporting date.

	Note	2010 Payable in			Total
		<1 year \$'000	1-5 years \$'000	>5 years \$'000	\$'000
<b>Financial Liabilities</b>					
Payables	16	119	-	-	119
<b>Total</b>		<b>119</b>	<b>-</b>	<b>-</b>	<b>119</b>

	Note	2009 Payable in			Total
		<1 year \$'000	1-5 years \$'000	>5 years \$'000	\$'000
<b>Financial Liabilities</b>					
Payables	16	182	-	-	182
<b>Total</b>		<b>182</b>	<b>-</b>	<b>-</b>	<b>182</b>



**ANTI-DISCRIMINATION COMMISSION**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2009-10**

23. Financial Instruments (cont'd)

(e) *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 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.

(f) *Interest Rate Sensitivity Analysis*

The following interest rate sensitivity analysis is based on a report similar to that provided to management, depicting the outcome to profit and loss if interest rates would change by +/-1% from the year-end rates applicable to the Commission's financial assets. With all other variables held constant, the Commission would have a surplus and equity increase/(decrease) of \$9,000 (2009: \$12,000).

Financial Instruments	Carrying Amount \$'000	2010 Interest rate risk			
		-1%		+1%	
		Profit \$'000	Equity \$'000	Profit \$'000	Equity \$'000
Cash	918	(9)	(9)	9	9
<b>Potential Impact</b>		<b>(9)</b>	<b>(9)</b>	<b>9</b>	<b>9</b>

Financial Instruments	Carrying Amount \$'000	2009 Interest rate risk			
		-1%		+1%	
		Profit \$'000	Equity \$'000	Profit \$'000	Equity \$'000
Cash	1,205	(12)	(12)	12	12
<b>Potential Impact</b>		<b>(12)</b>	<b>(12)</b>	<b>12</b>	<b>12</b>

(g) *Fair value*

The fair value of receivables and payables approximates the value of the original transaction, less any provision for impairment.



## CERTIFICATE OF THE ANTI-DISCRIMINATION COMMISSION

These general purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), relevant sections of the *Financial and Performance Management Standard 2009* and other prescribed requirements. In accordance with Section 62(1)(b) 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 2010 and of the financial position of the Commission at the end of that year.



**Warren Edwards**  
Manager, Support Services

**12 August 2010**



**Neroli Holmes**  
Acting Anti-Discrimination Commissioner

**12 August 2010**



## INDEPENDENT AUDITOR'S REPORT

To the Anti-Discrimination Commission

### Report on the Financial Report

I have audited the accompanying financial report of the Anti-Discrimination Commission which comprises the statement of financial position as at 30 June 2010, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and certificates given by the Acting Anti-Discrimination Commissioner and Manager, Support Services.

#### *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 Accountability Act 2009* and the *Financial and Performance Management Standard 2009*, including compliance with 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.

#### *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 the *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*

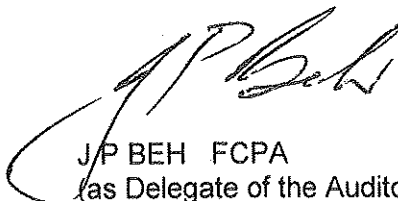
The *Auditor-General Act 2009* promotes the independence of the Auditor-General and all authorised auditors. The Auditor-General is the auditor of all Queensland public sector entities and can only be removed by Parliament.

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.40 of the *Auditor-General Act 2009* –

- (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 2009 to 30 June 2010 and of the financial position as at the end of that year.



J/P BEH FCPA  
(as Delegate of the Auditor-General of Queensland)

Queensland Audit Office  
Brisbane



## INDEPENDENT AUDITOR'S REPORT

To the Anti-Discrimination Commission

### **Matters Relating to the Electronic Presentation of the Audited Financial Report**

The auditor's report relates to the financial report of the Anti-Discrimination Commission for the financial year ended 30 June 2010 included on the Anti-Discrimination Commission's website. The Anti-Discrimination Commissioner is responsible for the integrity of the Anti-Discrimination Commission's website. I have not been engaged to report on the integrity of the Commission's website. The auditor's 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, to confirm the information included in the audited financial report presented on this website.

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 statement of financial position as at 30 June 2010, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and certificates given by the Acting Anti-Discrimination Commissioner and Manager, Support Services.

#### *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 Accountability Act 2009* and the *Financial and Performance Management Standard 2009*, including compliance with 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.

#### *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 the *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 *Auditor-General Act 2009* promotes the independence of the Auditor-General and all 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.40 of the *Auditor-General Act 2009* –

- (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 2009 to 30 June 2010 and of the financial position as at the end of that year.

  
J.P. BEH FCPA  
(as Delegate of the Auditor-General of Queensland)

Queensland Audit Office  
Brisbane

