



7 December 2022

Mark Davis
Executive Officer
The Australian Maritime Officers' Union
Sent via email: mark@amou.com.au

Notification of changes – Action required

Dear Mark Davis,

We acknowledge receipt of a Notification of Change to the office holders of the Australian Maritime Officers' Union (AR2022/19).

A list of those changes has been summarised in Appendix A at the end of this letter.

What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the ROC's [Officer Induction Kit](#)

These next steps are explained below in more detail.

Late notification warning



Appendix A contains late notifications. Please inform the relevant officer that this has been recorded against AR2022/19.

Late notifications are a serious issue that impacts on the transparency of the whole organisation to its members. Members should be able to tell who their officers are.

We have included some resources below to help support your good governance in relation to notifications of change.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (s.293K of the Fair Work (Registered Organisations) Act 2009 (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process
- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



Officer financial training audit

An audit by the ROC into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

Help for new officers: Officer Induction Kit

The ROC has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the ROC's [officers and disclosures](#) page.

Disclosure obligations: what officers must do

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the ROC's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

Time frames for notifications of change

Notifications of change must be lodged within 35 days of the change occurring (r 151 Fair Work (Registered Organisations) Regulations 2009).

Repeated late notifications

Our records show that there is a repeated history of late notifications being received from your organisation.



Notifications of change must be lodged within 35 days

This is a civil penalty provision and a failure to comply can result in Federal Court proceedings and financial penalties.

If you are unsure when they are due, the [Compliance Calculator](#) can assist you with your regulatory deadlines.

The ROC is considering the Australian Maritime Officers' Union's compliance with section 233(2). You must take steps to ensure that future notifications of change are lodged within 35 days of the change occurring. Please inform the relevant officer that the ROC is aware of repeat non-compliance.

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement



eLearning module – notifications of change

The ROC has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or regorgs@roc.gov.au <http://invalid.uri/> if you have any questions or would like to discuss this matter further.

Yours sincerely

Registered Organisations Commission

Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the ROC Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
4 December 2022	National	Offshore Oil & Gas Delegate	No, 83 days

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Ken Douglas Blackband, being the President of the Australian Maritime Officers Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:

[delete all that do not apply]

- A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Ken Douglas Blackband

Dated: 2nd December 2022

[PLEASE NOTE: This declaration must be submitted to the Registered Organisations Commission within 35 days of the change. It can be submitted to regorgs@roc.gov.au.]

ANNEXURE A

THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

- Changes to Offices and Office Holders in the Organisation and its Branches [*insert as many pages as required*]:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
<i>National</i>	<i>9th August 2022</i>	<i>Offshore Oil & Gas Delegate</i>	<i>James Gregson</i>		<i>c/- AMOU, PO Box 407 Haymarket NSW 1240</i>	<i>Unknown at this stage</i>
<i>National</i>	<i>19th October 2022</i>	<i>Offshore Oil & Gas Delegate</i>		<i>Wayne Lewis</i>	<i>c/- AMOU, PO Box 407 Haymarket NSW 1240</i>	<i>Tug Master</i>



22 August 2022

Mark Davis
Executive Officer
The Australian Maritime Officers' Union
Sent via email: mark@amou.com.au

cc:

Notification of changes – Action required

Dear Mark Davis,

We acknowledge receipt of a Notification of Change to the office holders of the Australian Maritime Officers' Union (AR2022/19).

A list of those changes has been summarised in Appendix A at the end of this letter.

What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the ROC's [Officer Induction Kit](#)

These next steps are explained below in more detail.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (s.293K of the Fair Work (Registered Organisations) Act 2009 (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process

- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
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Officer financial training audit

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Help for new officers: Officer Induction Kit

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Please direct your officers to the kit which is on the ROC's [officers and disclosures](#) page.

Disclosure obligations: what officers must do

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the ROC's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

Time frames for notifications of change

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Resources to help you make your notifications of change

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eLearning module – notifications of change

The ROC has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or regorgs@roc.gov.au if you have any questions or would like to discuss this matter further.

Yours sincerely

Registered Organisations Commission

Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the ROC Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
2 August 2022	National	Towage Delegate	Yes

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Ken Douglas Blackband, being the President of the Australian Maritime Officers Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:

[delete all that do not apply]

- A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Ken Douglas Blackband

Dated: 2nd August 2022

[PLEASE NOTE: This declaration must be submitted to the Registered Organisations Commission within 35 days of the change. It can be submitted to regorgs@roc.gov.au.]

ANNEXURE A

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- Changes to Offices and Office Holders in the Organisation and its Branches [*insert as many pages as required*]:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
<i>National</i>	<i>22/04/2022</i>	<i>Towage Delegate</i>	<i>Shanon Barrett</i>	<i>Election yet to be held</i>	<i>c/- AMOU, PO Box 407 Haymarket NSW 1240</i>	<i>Unknown at this stage</i>
<i>National</i>	<i>08/07/2022</i>	<i>Towage Delegate</i>		<i>Tony Jerome</i>	<i>c/- AMOU, PO Box 407 Haymarket NSW 1240</i>	<i>Tug Master</i>



14 June 2022

Mark Davis
Executive Officer
The Australian Maritime Officers' Union
Sent via email: mark@amou.com.au

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What you need to do right now

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Late notification warning



Appendix A contains late notifications. Please inform the relevant officer that this has been recorded against AR2022/19.

Late notifications are a serious issue that impacts on the transparency of the whole organisation to its members. Members should be able to tell who their officers are.

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The organisation and officers are both responsible for meeting this obligation.

Time frames for notifications of change

Notifications of change must be lodged within 35 days of the change occurring (r 151 Fair Work (Registered Organisations) Regulations 2009).

Appendix A shows late notifications

A notification from your organisation indicates that changes occurred more than 35 days prior to its lodgement. Please ensure that future notifications of change are lodged within 35 days of the change occurring.

Late notifications have the potential to attract a civil penalty.

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

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Yours sincerely

Registered Organisations Commission

Appendix A

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Our records have been updated.

The notification of change and this filing letter can be viewed on the ROC Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
8/06/2022 Amended 9/06/2022	National	Towage Delegate vacancy	No - 12 days late

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return)
required to be kept in accordance with section 230 *Fair Work (Registered Organisations)
Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Ken Douglas Blackband, being the President of the Australian Maritime Officers Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:

[delete all that do not apply]

- A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Ken Douglas Blackband

Dated: 9th June 2022

[PLEASE NOTE: This declaration must be submitted to the Registered Organisations Commission within 35 days of the change. It can be submitted to regorgs@roc.gov.au.]

ANNEXURE A

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- Changes to Offices and Office Holders in the Organisation and its Branches [*insert as many pages as required*]:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
<i>National</i>	<i>22/04/2022</i>	<i>Towage Delegate</i>	<i>Shanon Barrett</i>	<i>Election yet to be held</i>	<i>c/- AMOU, PO Box 407 Haymarket NSW 1240</i>	<i>Unknown at this stage</i>



27 January 2022

Ken Blackband
President
The Australian Maritime Officers' Union
Sent via email: admin@amou.com.au

Dear Ken Blackband

The Australian Maritime Officers' Union's annual return of information (Annual Return) lodged under subsection 233(1) of the RO Act

Thank you for providing your declarations and information (Annual Return) lodged under subsection 233(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).

Summary of your Annual Return and Review Outcome

Year	2022
Matter number	AR2022/19
Lodgement date	21 January 2022
Review	Primary Review
Result	FILED

Your primary review

Your Annual Return had a **primary review** which checked whether it was signed by an officer, lodged on time, the required declarations were made, included the list of offices and office holders and whether you met the requirements that the ROC raised with you last year. A primary review does not examine all the requirements of subsection 233(1).



Your Annual Return satisfied the requirements of the primary review and has been uploaded to the ROC website.

The ROC's risk-based approach

This year your Annual Return was assessed against a primary review. A primary review does not check all legislative requirements.

Over a five year period the Annual Return of every organisation will be subject to at least one advanced review. An advanced review is a more comprehensive review.

The ROC's [advanced review checklists](#) are published on our website.

Do you have questions?

Information and education materials are available on our [website](#). These materials are regularly updated. We recommend you [subscribe to the ROC's subscription service](#).

If you have any queries we can be contacted on 1300 341 665 or by email at regorgs@roc.gov.au.

Yours sincerely

Registered Organisations Commission

ANNUAL RETURN OF INFORMATION (organisation with no branches) in accordance with Regulation 147 Fair Work (Registered Organisations) Regulations 2009 and Sections 230 and 233 Fair Work (Registered Organisations) Act 2009

I, Ken Douglas Blackband, being the President of the Australian Maritime Officers Union, declare the following:

1. I am authorised to make this declaration.
2. The register of members has, during the immediately preceding calendar year, been kept and maintained as required by s.230(1)(a) and s.230(2) of the Fair Work (Registered Organisations) Act 2009 (the Act).
3. The following is a correct statement of the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the Act:
 - The address of the organisation is Level 1, 52 Buckingham Street, Surry Hills, NSW 2010.¹
 - The organisation has no branches and no branches have ceased or commenced in the previous 12 months.²
 - On 31 December 2021 the number of members was 2,623, comprising 1,882 full financial members, 72 deferred members, 656 associate members and 13 life members.³
 - A list of offices and the names, postal addresses and occupations of persons holding those offices as at the date of this declaration is attached at Annexure A and forms part of this declaration.
 - Under the rules of the organisation, the following elections must be held between 1 January and 31 December of 2022:⁴

No elections are scheduled for 2022.
 - The organisation:

Has not entered into an agreement under s.151(1) of the Act with a state union.

Signed: Ken Douglas Blackband, President



Dated: 21st January 2022

¹ s.230(1)(d); reg.147(d)

² s.230(1)(d); reg.147(a), (b), (c) & (d)

³ s.230(1)(d); reg.147(f)

⁴ s.230(1)(d); reg.147(e)

ANNEXURE A

THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

- Offices and Office Holders in the Organisation:

Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
<i>President</i>	<i>Ken Blackband</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Tug Master</i>
<i>Vice President</i>	<i>Brent Warhurst</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Ship's Officer</i>
<i>National Councillor</i>	<i>Matt Jepson</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Marine Pilot</i>
<i>National Councillor</i>	<i>Brent Middleton</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Ship's Master</i>
<i>Offshore Oil & Gas Delegate</i>	<i>James Gregson</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Ship's Officer</i>
<i>Pilot Delegate</i>	<i>Andrew Hawkins</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Marine Pilot</i>
<i>Port Services Delegate</i>	<i>Darryl Dorron</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Marine Officer</i>
<i>Seagoing Delegate</i>	<i>Ryan Thornton</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Ship's Officer</i>
<i>Towage Delegate</i>	<i>Shanon Barrett</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Tug Master</i>
<i>Eastern Area Secretary</i>	<i>Brent Hills</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Ship's Officer</i>
<i>Eastern Area President</i>	<i>Vacant</i>	<i>N/A</i>	<i>N/A</i>
<i>Eastern Area Vice President</i>	<i>Jan Andersen</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Tug Master</i>
<i>Southern Area Secretary</i>	<i>Luke Hosking</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Ship's Master</i>
<i>Southern Area President</i>	<i>Andrew Walsh</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Ship's Officer</i>
<i>Southern Area Vice President</i>	<i>Vacant</i>	<i>N/A</i>	<i>N/A</i>
<i>Western Area Secretary</i>	<i>Glenn Andersen</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Senior Organiser</i>
<i>Western Area President</i>	<i>John McDonald</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Ship's Officer</i>
<i>Western Area Vice President</i>	<i>Brad Cooper</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Ship's Officer</i>