



19 January 2023

Professor Evans
President
Australian Higher Education Industrial Association
Sent via email: aheia@aheia.edu.au

Notification of changes – Action required

Dear Professor Evans,

We acknowledge receipt of a Notification of Change to the office holders of the Australian Higher Education Industrial Association (AR2022/36).

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
- 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).

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
07/12/2022	National	Executive Committee Member	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, Professor Carolyn Evans, President of the Australian Higher Education Industrial Association, 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*:
 - 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.

Professor Carolyn Evans

Dated: 5 December 2022

HEAD OFFICE

Level 6
303 Collins Street
Melbourne
VIC 3000

TEL: 03 9614 5550
FAX: 03 9614 3125

www.aheia.edu.au

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation:

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.

Date of Change	Name of Office	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder (for privacy reasons, we recommend NOT a private address)	Occupation of <u>New</u> Office Holder
29.11.22	<i>Executive Committee Member</i>	<i>Angelo Kourtis</i>	<i>Elected</i>	<i>Professor Renée Leon PSM</i>	<i>Charles Sturt University The Grange Chancellery, bldg 1205 Panorama Avenue BATHURST NSW 2795</i>	<i>Vice-Chancellor and President</i>



24 May 2022

Professor Evans
President
Australian Higher Education Industrial Association
Sent via email: aheia@aheia.edu.au

Dear Professor Evans

The Australian Higher Education Industrial Association'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).

Amended Summary of your Annual Return and Review Outcome

Year 2022
Matter number AR2022/36
Lodgement date 2 March 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



10 March 2022

Professor Carolyn Evans
President
Australian Higher Education Industrial Association
Sent via email: aheia@aheia.edu.au

Dear Professor Carolyn Evans

The Australian Higher Education Industrial Association'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 2021
Matter number AR2021/36
Lodgement date 3 March 2021
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.

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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, Professor Carolyn Evans, President of the Australian Higher Education Industrial Association, 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 6, 303 Collins St
MELBOURNE VIC 3000
Ph: 03 8611 0517
Email: aheia@aheia.edu.au
 - The organisation has no branches and no branches have ceased or commenced in the previous 12 months.
 - On 31 December in the previous year the number of members was 32.
 - 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 2022

ELECTION OF:	DUE:
Executive members (4)	October 2022

- The organisation has not entered into an agreement under Section 151(1) of the Act..

Professor Carolyn Evans

Dated: 1 March 2022

HEAD OFFICE

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Melbourne
VIC 3000

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aheia@aheia.edu.au
Web:
www.aheia.edu.au

ABN: 74 401 952 624

ANNEXURE A

- Offices and Office Holders in the Organisation:

Name of Office	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
President	Professor Carolyn Evans	Griffith University Leneen Forde Chancellery (G34) Gold coast campus Southport QLD 4222	Vice-Chancellor & President
Vice-President	Professor Zlatko Skrbis	Australian Catholic University 40 Edward St North Sydney NSW 2060	Vice-Chancellor & President
Committee Member	Professor Alex Zelinsky AO	The University of Newcastle University Drive Callaghan NSW 2308	Vice-Chancellor & President
Committee Member	Professor Pascale Quester	Swinburne University of Technology 24 Wakefield Street Hawthorn VIC 3122	Vice-Chancellor & President
Committee Member	Jane Booth	University of South Australia 101 Currie Street, City West Campus Adelaide SA 5000	Executive Director: People, Talent & Culture
Committee Member	Angelo Kourtis	Western Sydney University Second Avenue, Kingswood NSW 2747	Vice-President (People and Advancement)