



20 December 2023

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

Dear Mark Davis

Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Australian Maritime Officers' Union (AR2023/19).

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 Commission'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 AR2023/19.

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 (section 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 Commission 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 Commission 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 Commission'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 Commission'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 (regulation 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 Commission 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@fwc.gov.au if you have any questions or would like to discuss this matter further.

Yours sincerely

Fair Work Commission

Appendix A

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

Our records have been updated.

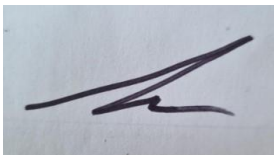
The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
21/11/2023	National	President, National Councillor (3), Delegate (6)	No, 22 Days.
21/11/2023	National	Delegate.	Yes.
21/11/2023	National	Delegate, Eastern Area Secretary, Southern Area Secretary, Western Area Secretary.	No, 145 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, Matthew Jepson, 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*:
 - 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:

Matthew Jepson

President

Dated: 21st November 2023

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within **35 days**. It can be submitted to regorgs@fwc.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]:

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing Office</u> Holder	Name of <u>New Office</u> Holder	Postal Address of <u>New Office</u> Holder	Occupation of <u>New Office</u> Holder
National	25/09/2023	President	Ken Blackband	Matthew Jepson	1 Buckingham Street NSW 2020	Marine Pilot
National	25/09/2023	National Councillor	Matthew Jepson	Ken Blackband	1 Buckingham Street NSW 2020	Tug Master
National	25/09/2023	National Councillor	New Position	Brent Hills	1 Buckingham Street NSW 2020	Ship's Master
National	25/09/2023	National Councillor	New Position	John McDonald	1 Buckingham Street NSW 2020	Ship's Officer
National	25/09/2023	Pilotage Industry Delegate	Andrew Hawkins	Benjamin Miers	1 Buckingham Street NSW 2020	Marine Pilot
National	25/09/2023	Offshore Energy Industry Delegate	Wayne Lewis	Stewart Anderson	1 Buckingham Street NSW 2020	Ship's Officer
National	25/09/2023	Seagoing Industry Delegate	Ryan Thornton	Position Vacant		
National	25/09/2023	Towage Industry Delegate	Tony Jerome	Position Vacant		
National	25/09/2023	Port Authority Industry Delegate	New Position	Darryl Dorrn	1 Buckingham Street NSW 2020	Marine Officer
National	25/09/2023	Private Port Services Industry Delegate	New Position	Position Vacant		
National	15/11/2023	Ferries & Tourism Industry Delegate	New Position	Ian Hughes	1 Buckingham Street NSW 2020	Ferry Engineer

National	25/05/2023	Port Services Delegate	Darryl Dorrton	Position Disestablished		
National	25/05/2023	Eastern Area Secretary	Brent Hills	Position Disestablished		
National	25/05/2023	Southern Area Secretary	Luke Hosking	Position Disestablished		
National	25/05/2023	Western Area Secretary	Glenn Andersen	Position Disestablished		



20 January 2023

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	2023
Matter number	AR2023/19
Lodgement date	9 January 2023
Review	Advanced Review
Result	FILED

Your advanced review

Your Annual Return had an **advanced review** which is a comprehensive review that evaluates compliance with the requirements of the RO Act.



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

The ROC's risk-based approach

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.

This year your Annual Return was assessed against an advanced review.

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 2022 the number of members was 2,580, comprising 1,841 full financial members, 56 deferred members, 670 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 2023:⁴
Executive Council quadrennial election.
 - 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: 9th January 2023

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>Wayne Lewis</i>	<i>c/- AMOU PO Box 407, Haymarket, Sydney, NSW 1240</i>	<i>Ship's Master</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 Master</i>
<i>Towage Delegate</i>	<i>Tony Jerome</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 Master</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>Ship's Officer</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>