



4 December 2023

Richard Evans  
President  
Australian Entertainment Industry Association  
Sent via email: [info@liveperformance.com.au](mailto:info@liveperformance.com.au)

Dear Richard Evans

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Australian Entertainment Industry Association (AR2023/49).

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.

#### 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](mailto: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
29 November 2023	N/A	Executive Councillor (4)	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, Richard Evans, being the President of the Australian Entertainment Industry Association (trading and Live Performance Australia), 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:

Dated: 1 December 2023

# 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:

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
National	23/11/2023	Executive Councillor	Ali Murphy-Oates	Jessica Ducrou	C/O Live Performance Australia Level 1, 15-17 Queen St Melbourne VIC 3000	Co-CEO, Secret Sounds Group
National	23/11/2023	Executive Councillor	Andrew Threlfall	Anne Dunn	PO Box 777 Millers Point NSW 2000	Executive Director & Co-CEO, Sydney Theatre Company
National	23/11/2023	Executive Councillor		Tim McGregor	GPO Box 1610 Sydney NSW 2001	Managing Director, TEG Live
National	23/11/2023	Executive Councillor		Adelle Robinson	PO Box 953 Surry Hills NSW 2010	Managing Director, Fuzzy Operations



15 February 2023

Richard Evans  
President  
Australian Entertainment Industry Association  
Sent via email: [info@liveperformance.com.au](mailto:info@liveperformance.com.au)

cc: [Lynda.whiteley@liveperformance.com.au](mailto:Lynda.whiteley@liveperformance.com.au)

Dear Richard Evans

**The Australian Entertainment Industry Association's annual return of information (annual return) lodged under subsection 233(1) of the RO Act**

Thank you for providing your annual return lodged under subsection 233(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).

**Summary of your annual return and its assessment**

Year 2023  
Matter number AR2023/49  
Lodgement date 15 February 2023  
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. Consistent with the ROC's risk-based approach, most annual returns are the subject of a primary review.

The remainder receive an advanced review which is a more comprehensive review.

Each organisation should expect that in some years their annual return will be the subject of an advanced review.

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

## **Do you have any 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 to find out when we release new materials](#).

If you have any queries we can be contacted on 1300 341 665 or by email at [regorgs@roc.gov.au](mailto: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, **Richard Evans**, being the President of the Australian Entertainment Industry Association (AEIA), 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, 15 – 17 Queen Street, Melbourne Victoria 3000.
  - 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 379.
  - 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 THIS YEAR:
    - President (1)
    - Vice President (2)
    - Executive Councillors (15)
  - The organisation:
    - Has not entered into an agreement under s.151(1) of the Act with a state union.

Signed:

A handwritten signature in black ink, appearing to be 'Richard Evans', with a horizontal line underneath it.

Richard Evans

President

Dated: 15 February 2023

## ANNEXURE A

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

- Offices and Office Holders in the Organisation:

<b>Name of Office (include any offices that are vacant)</b>	<b>Name of Office Holder</b>	<b>Postal Address of Office Holder</b>	<b>Occupation of Office Holder</b>
President	Richard Evans	c/- Australian Entertainment Industry Association, Level 1, 15 - 17 Queen St Melbourne Vic 3000	Managing Director
Vice President	Maria O'Connor	As above	Chairman
Vice President	John Kotzas AM	As above	Chief Executive
Executive Councillor	Fiona Allen	As above	Chief Executive Officer
Executive Councillor	Torben Brookman	As above	Director
Executive Councillor	Michael Coppel AM	As above	Chairman
Executive Councillor	Virginia Lovett	As above	Executive Director & Co-CEO
Executive Councillor	Kath M Mainland CBE	As above	Executive Director
Executive Councillor	Alison Murphy-Oates	As above	Managing Director
Executive Councillor	Alex Sinclair	As above	Head of Cabaret, Commercial & Venue Sales
Executive Councillor	Melanie Smith	As above	Executive Director, Performing Arts
Executive Councillor	Andrew Threlfall	As above	Director
Executive Councillor	Lissa Twomey	As above	Executive Director
Executive Councillor	Judy Vince	As above	General Manager – Entertainment & Events
Executive Councillor	Fiona Winning	As above	Head of Programming
Executive Councillor	Louise Withers	As above	Managing Director
Executive Councillor	Vacant		
Executive Councillor	Vacant		