



25 October 2023

Steven Murphy
National Secretary

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

Sent via email: national.secretary@amwu.org.au

cc: TAS-amwutas@amwu.asn.au

Dear Steven Murphy



IMMEDIATE ACTION REQUIRED:

You must take steps after your recent election E2022/182

An election has recently been completed by the Australian Electoral Commission (AEC) for the "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU) and a post-election report has been issued by the AEC.

This letter explains the next steps you must take, including what information you need to give to members and what information you need to lodge with the Fair Work Commission (the Commission).

What you must do right now

- Let your members know about the election report issued by the AEC
- Arrange financial training for officers newly elected to an office with financial management duties. (This includes all members of the committee of management).
- Complete the notification of change and email it to the Commission at regorgs@fwc.gov.au
- Respond to the AEC

This letter explains these steps and the tools available to help you.

STEP 1: Notify members

You must put a notice on your website once you receive your post-election report. It must tell your members they can request a copy of the post-election report from you or the AEC (regulation 141). The notice must be on your website for at least three months.



Can we put more information on our website?

Yes! Being transparent is part of good governance. You can publish the whole report or the declaration of results, as well as your notice and leave them up longer than three months. You can always do more than the regulatory minimum.

The Commission will also publish your declaration of results on our [website](#).

STEP 2: Financial training

You may have to arrange financial training for people elected to new roles.

All officers with financial management duties must complete approved financial training (section 293K). For information on when officers must redo training and hints on when to book training for officers taking up multiple offices [please see our fact sheet](#).

There are face-to-face and online [financial training packages on the Commission website](#).

You must act on this now, as affected officers **MUST** complete approved financial training OR receive an [exemption by the Commission](#) **within six months** of beginning to hold office.



Good governance tip:

Organisations should instruct officer holders about their other obligations. This is especially important for committee of management members.

Our podcast covers the [benefits of officer induction](#). Officers have responsibilities under the rules, the *Fair Work (Registered Organisations) Act 2009* (the RO Act), and disclosure requirements around conflicts of interest, remuneration and material personal interests. Officers will benefit from our [officer induction kit](#) and our [podcast](#), such as [episode 17 - conflicts of interest](#).

STEP 3: Notifications of change



A notification of change must be lodged with the Commission within **35 days** of the change occurring.

We have a [template](#) to help you with this, which you can send to regorgs@fwc.gov.au. An officer must sign the completed notification template.

You must lodge a notification of change if:

- any of your officers have not been re-elected;
- officers have changed offices; or
- you have new officers.

Only notify us of changes that have **already occurred**. If people take up office in the future, you must wait until the change happens before lodging the notification within 35 days of the change.

Note: One election may result in many notifications of change.



Penalties apply

Failing to lodge your notifications of change on time can expose your organisation and its officers to significant penalties.

Real-life example of penalties in Court An organisation failed to make a series of notifications of change on time.

The Full Court said ‘The record-keeping obligations imposed under the Registered Organisations Act are treated by the legislature as important and serious, and contravention of those obligations are correspondingly serious.’

The organisation was ordered to pay a penalty. More information is available in our [case summary](#).

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

Yours sincerely

Fair Work Commission



The Commission has an interim [Compliance Policy](#) which explains how we respond to issues of non-compliance. The policy is available on our website if you would like further information on the steps the compliance team may take in response to non-lodgement of a financial report.

28 September 2023

Post-election report

"Automotive, Food, Metals, Engineering,
Printing and Kindred Industries Union"
known as the Australian Manufacturing
Workers' Union (AMWU)

Scheduled election

E2022/182

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Election(s) Covered in Post-Election Report (PER)

Organisation:	"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)
Election Decision No:	E2022/182
Election:	Scheduled
Date ballot closed:	29/8/2023 (for the final stage of three stages)
Date results declared:	30/8/2023 (for Stage 3)
Date PER due:	28/9/2023

Relevant legal provisions

Fair Work (Registered Organisations) Act 2009 ('the Act')

197 Post-election report by AEC

Requirement for AEC to make report

- (1) After the completion of an election conducted under this Part by the AEC, the AEC must give a written report on the conduct of the election to:
 - (a) the General Manager; and
 - (b) the organisation or branch for whom the election was conducted.

Note: The AEC may be able, in the same report, to report on more than one election it has conducted for an organisation. However, regulations made under paragraph 359(2)(c) may impose requirements about the manner and timing of reports.

- (2) The report must include details of the prescribed matters.

Contents of report—register of members

- (3) If the AEC is of the opinion that the register of members, or the part of the register, made available to the AEC for the purposes of the election contained, at the time of the election:
 - (a) an unusually large proportion of members' addresses that were not current; or
 - (b) in the case of a register kept by an organisation of employees—an unusually large proportion of members' addresses that were workplace addresses;this fact must be included in the report, together with a reference to any relevant model rules which, in the opinion of the AEC, could assist the organisation or branch to address this matter.

Note: Model rules are relevant only to the conduct of elections for office, not for elections for other positions (see section 147).

Contents of report—difficult rules

- (4) If the report identifies a rule of the organisation or branch that, in the AEC's opinion, was difficult to interpret or apply in relation to the conduct of the election, the report must also refer to any relevant model rules, which in the opinion of the AEC, could assist the organisation or branch to address this matter.

Note: For model rules, see section 147.

Subsection (3) relevant only for postal ballots

- (5) Subsection (3) applies only in relation to elections conducted by postal ballot.

Note: An organisation can obtain an exemption from the requirement to hold elections for office by postal ballot (see section 144).

190 Organisation or branch must not assist one candidate over another

An organisation or branch commits an offence if it uses, or allows to be used, its property or resources to help a candidate against another candidate in an election under this Part for an office or other position.

Penalty: 100 penalty units.

193 Provisions applicable to elections conducted by AEC

- (1) If an electoral official is conducting an election, or taking a step in relation to an election, for an office or other position in an organisation, or branch of an organisation, the electoral official:
 - (a) subject to paragraph (b), must comply with the rules of the organisation or branch; and
 - (b) may, in spite of anything in the rules of the organisation or branch, take such action, and give such directions, as the electoral official considers necessary:
 - (i) to ensure that no irregularities occur in or in relation to the election; or
 - (ii) to remedy any procedural defects that appear to the electoral official to exist in the rules; or
 - (iii) to ensure the security of ballot papers and envelopes that are for use, or used, in the election.

- (2) A person commits an offence if the person does not comply with a direction under subsection (1).

Penalty: 30 penalty units.

- (3) Subsection (2) does not apply so far as the person is not capable of complying.

Note: A defendant bears an evidential burden in relation to the matter in subsection (3) (see subsection 13.3(3) of the *Criminal Code*).

- (4) Subsection (2) does not apply if the person has a reasonable excuse.

Note: A defendant bears an evidential burden in relation to the matter mentioned in subsection (4), see subsection 13.3(3) of the *Criminal Code*.

- (5) An offence against subsection (2) is an offence of strict liability.

Note: For *strict liability*, see section 6.1 of the *Criminal Code*.

- (6) An election for an office or other position conducted by an electoral official, or step taken in relation to such an election, is not invalid merely because of a breach of the rules of the organisation or branch because of:

- (a) action taken under subsection (1); or
- (b) an act done in compliance with a direction under subsection (1).

- (7) If an electoral official conducting, or taking a step in connection with, an election for an office or other position:

- (a) dies or becomes unable to complete the conduct of the election or the taking of the step; or
- (b) ceases to be qualified to conduct the election or to take the step;
the Electoral Commissioner must arrange for the completion of the conduct of the election, or the taking of the step, by another electoral official.

6 Definitions

irregularity, in relation to an election or ballot, includes:

- (a) a breach of the rules of an organisation or branch of an organisation; and
- (b) an act or omission by means of which:
 - (i) the full and free recording of votes by all persons entitled to record votes and by no other persons; or
 - (ii) a correct ascertainment or declaration of the results of the voting;
is, or is attempted to be, prevented or hindered; and
- (c) a contravention of section 190.

140 Declaration of result of election (s 193)

- (1) Within 14 days after the closing day of an election, the AEC must issue a declaration stating the following:
 - (a) the total number of persons on the roll of voters;
 - (b) the total number of ballot papers issued (if applicable);
 - (c) the total number of envelopes that were returned undelivered by the closing day of the ballot to the AEC (if applicable);
 - (d) the total number of ballot papers received by the electoral official by the closing day of the ballot (if applicable);
 - (e) the result of the election;
 - (f) the total number of informal ballot papers (if applicable).
- (2) In subregulation (1), ***closing day***, for an election, means:
 - (a) if a ballot is not required—the day on which nominations for the election close; or
 - (b) if a ballot is required—the closing day of the ballot.
- (3) Immediately after issuing a declaration under subregulation (1), the AEC must give a copy of the declaration to:
 - (a) the General Manager; and
 - (b) the organisation or branch for whom the election was conducted.

141 Post-election report by AEC (s 197(2))

- (1) For subsection 197(2) of the Act, the following matters are prescribed for inclusion in the report (the ***post-election report***) given under subsection 197(1) of the Act:
 - (a) the declaration mentioned in regulation 140;
 - (b) any rules of the organisation or branch which because of ambiguity or other reason, were difficult to interpret or apply;
 - (c) any matters in relation to the roll of voters including those matters contained in subsection 197(3) of the Act;
 - (d) the number of written allegations (if any) of irregularities made to the AEC during the election;
 - (e) action taken by the AEC in relation to those allegations;
 - (f) any other irregularities identified by the AEC and action taken by the AEC in relation to those other irregularities.
- (2) The AEC must:
 - (a) give the post-election report within 30 days after the closing day of the election; and
 - (b) publish a notice on its web site advising that a copy of the post-election report can be obtained from the AEC on the request of a member who was eligible to vote in the election.
- (3) The AEC must supply a copy of the post-election report to the member as soon as practicable, but no later than 7 days, after receiving a request under paragraph (2)(b).

Declaration of results of election

In accordance with reg 140 of the Regulations, the AEC issued the following 11 declarations for the results of three stages in election E2022/182 on:

- 28/03/2023 Stage 1 – Uncontested - (National, NSW (Including ACT), Victoria, Queensland, Western Australia, South Australia, Tasmania)
- 01/05//2023 Stage 1 – Contested – New South Wales (incl ACT)
- 01/05/2023 Stage 1 – Contested – Victoria
- 06/07/2023 Stage 2 – Uncontested -New South Wales (including ACT)
- 11/07/2023 Stage 2 – Uncontested – Victoria
- 11/07/2023 Stage 2 – Contested – Victoria
- 13/07/2023 Stage 2 – Uncontested – Queensland
- 18/07/2023 Stage 2 – Uncontested - Western Australia
- 17/07/2023 Stage 2 – Uncontested - South Australia
- 11/07/2023 Stage 2 – Uncontested – Tasmania
- 30/08/2023 Stage 3 – Uncontested – National

See Attachments A to K for copies of each declaration.

AMWU Rules

AMWU Rules used for the election:

188V: Incorporates alterations of 25 November 2022 [R2022/91]

188V: Incorporates alterations of 11 April 2023 [R2023/8]

The AMWU's rules were altered effective 11 April 2023 to change Rules 5A, 5D, 5E and 6A. Specifically, the alterations address the age requirement of the Apprentice Rank and File Delegate office. These offices were only applicable for Stage 1 of this event, which was completed before the rule change took effect.

Rule 6A6(i) provides that a nominated candidate may withdraw a nomination at any time before the printing of the ballot papers. This provision is difficult to apply given the time required for finalisation and submission of ballot material to the assigned mail house. Each postponement of the printing of ballot papers triggered by a withdrawal of a nomination enlarges the time for other withdrawals to be made.

The AEC suggests the AMWU review its rules regarding the withdrawal of nominations and apply Model Rule 10.1.1b), which provides that:

A member nominating for any office may withdraw the nomination by notice in writing to the returning officer up to, but not later than 7 days after the close of nominations.

For more details see the Model Rules on the AEC website: [Model rules Guide - for the conduct of elections for office \(aec.gov.au\)](https://www.aec.gov.au/model-rules-guide)

Roll of Voters

There were no matters in relation to the roll of voters including those matters contained in subsection 197(3) of the Act.

Written allegations of any irregularities

The AEC received four written allegations of irregularities during the election, which related to potential breaches of s190 of the Act, and the timetable the AEC set for the election not being consistent with the Rules of the organisation.

The AEC responded to three allegations in writing and one verbally to address the concerns raised.

It should be noted however, that Stage 1 of this election is subject to an application for an Inquiry in the Federal Court (NSD637/2023). The application alleged irregularities occurred relating to the nomination opening and closing dates; the date the ballot opened; an SMS campaign sending irregularity; and a candidate campaigning at a delegate's meeting. On 21 September 2023, Justice Raper made an order that there are reasonable grounds for the application seeking an inquiry in relation to the alleged SMS irregularity.

Other irregularities

The Returning Officer made the following decisions under s 193 of the Act:

In relation to Stage 1:

- Rule 6A6(e) of the Organisation provide options relating to the method of nomination lodgement. The Returning Officer applied subparagraph 193(1)(b)(ii) of the Act and allowed submission of nominations by email only.
- Rule 6A6(i) of the Organisation specified nominations may be withdrawn at any time before the printing of the ballot papers. The Returning Officer applied subparagraph 193(1)(b)(ii) of the Act and fixed the deadline for nomination withdrawal at 7 days after nomination closed due to the significant time required to prepare ballot material. However, this decision was subsequently changed to conform to the rules.
- Contravention of Rule 6A6(b) and 6(o) of the AMWU Rules which specified timings for the nominations and ballot periods. Due to a delay by the Organisation in submitting the prescribed information to the FWC, the Decision by the FWC arranging the election was made on 17 January 2023. That Decision was later amended on 20 January 2023. Consequently, these rules could not be applied according to their tenor. The Returning Officer applied subparagraph 193(1)(b)(ii) of the Act and fixed appropriate dates for nomination and ballot periods.
- The AEC received an anonymous complaint about a potential breach of s190 of the Act and wrote to the AMWU requesting it to issue an instruction to cease the activity immediately.

In relation to Stage 2:

- Due to time restrictions, the Returning Officer reduced the Election Notice notification to members from 21 days to 7 days prior to first day of the meeting of the State Conference (Rule 6C(5)).

Signed

Darren Wade
Returning Officer
Australian Electoral Commission
E: IEBevents@aec.gov.au
P: 03 9285 7111

28 September 2023

Attachments

- A. Declaration of Results for Uncontested Offices Stage 1 – (National, NSW (Including ACT), Victoria, Queensland, Western Australia, South Australia, Tasmania)
- B. Declaration of Contested Offices – Stage 1- NSW (including ACT)
- C. Declaration of Contested Offices – Stage 1- Victoria
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- K. Declaration of Uncontested Offices – Stage 3 - National

“Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (AMWU)

**DECLARATION OF RESULTS - E2022/182 - Stage 3
Uncontested Offices**

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

Delegate to National Council representing the three smaller states (1)

Candidates

GORDON Stuart

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Darren Wade
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au

30/08/2023

**"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)
– Tasmanian Branch**

**DECLARATION OF RESULTS - E2022/182 - Stage 2
Uncontested Offices**

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

State President (1)

Candidates

RING Tim

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

State Vice President (1)

Candidates

PAULY David

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

Rank and File State Councillor (8)

Candidates

BEST Mitchel

BURDON Mark

CATLIN Darren

CHENHALL Robert

GRAHAM Rodney Allan

HUXLEY Michael Andrew

RICHARDS Peter

TEWSON Natasha

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Female State Councillor (2)

Candidates

FACEY Samantha

HEINRICH Heidi

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Employed State Councillor (1)

Candidates

BATT Jacob

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

Rank and File Delegate to State Administrative Committee (2)

Candidates

BEST Mitchel

CHENHALL Robert

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Rank and File Delegate to National Council (1)

Candidates

RING Tim

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

Darren Wade
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
11/07/2023





9 August 2023

Steven Murphy

National Secretary

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

Sent via email: national.secretary@amwu.org.au

cc: NSW-cory.wright@amwu.org.au

QLD-amwuqld@amwu.org.au

SA-peter.bauer@amwu.org.au

VIC-industrial.vic@amwu.asn.au

WA-steven.mccartney@amwu.asn.au

Dear Steven Murphy



IMMEDIATE ACTION REQUIRED:

You must take steps after your recent election E2022/182

An election has recently been completed by the Australian Electoral Commission (AEC) for the "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU) and a post-election report has been issued by the AEC.

This letter explains the next steps you must take, including what information you need to give to members and what information you need to lodge with the Fair Work Commission (the Commission).

What you must do right now

- Let your members know about the election report issued by the AEC
- Arrange financial training for officers newly elected to an office with financial management duties. (This includes all members of the committee of management).
- Complete the notification of change and email it to the Commission at regorgs@fwc.gov.au

This letter explains these steps and the tools available to help you.

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The Commission will also publish your declaration of results on our [website](#).

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There are face-to-face and online [financial training packages on the Commission website](#).

You must act on this now, as affected officers **MUST** complete approved financial training OR receive an [exemption by the Commission](#) **within six months** of beginning to hold office.



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We have a [template](#) to help you with this, which you can send to regorgs@fwc.gov.au. An officer must sign the completed notification template.

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Yours sincerely

Fair Work Commission



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"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU) – Western Australian Branch

**DECLARATION OF RESULTS - E2022/182 - Stage 2
Uncontested Offices**

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

State President (1)

Candidates

No Nominations Received

State Vice President (1)

Candidates

ENTWISLE Gordon

Rank and File State Councillor (9)

Candidates

ANDERSON Simon

BENNETT Jim

DAVIS Dylan

EDWARDS David

EMMETT Sean

HORNE Andrew

JONES Shane

MASSARA Phil

PENE Gina

Female State Councillor (1)

Candidates

SYDNEY-SMITH Sarah

Employed State Councillor (2)

Candidates

LINDSEY Alan

RUSHWORTH Simon

Rank and File Delegate to State Administrative Committee (2)

Candidates

BENNETT Tracy James

EDWARDS David

Rank and File Delegate to National Council (2)

Candidates

ENTWISLE Gordon

STRIKE Brad

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Darren Wade
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
18/07/2023



"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU) – South Australian Branch

**DECLARATION OF RESULTS - E2022/182 - Stage 2
Uncontested Offices**

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

State President (1)

Candidates

LAMBROPOULOS Jon

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

State Vice President (1)

Candidates

SCANLAN Darrell

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

Rank and File State Councillor (8)

Candidates

BECKER Luke

BRADBURY David

HOANG Minh Vu

HOARE Trevor

LOVE James

ROHRSHEIM Carl

SHIPPEY Mitchell

WEAVER Wayne

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Female State Councillor (1)

Candidates

MEYER Iris

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

Employed State Councillor (2)

Candidates

MCMILLAN Steven

RALPH Kevin

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Rank and File Delegate to State Administrative Committee (2)

Candidates

MEYER Iris

SHIPPEY Mitchell

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Rank and File Delegate to National Council (2)

Candidates

LAMBROPOULOS Jon

SCANLAN Darrell

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Darren Wade
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
17/07/2023



**"Automotive, Food, Metals, Engineering, Printing and
Kindred Industries Union" known as the Australian
Manufacturing Workers' Union (AMWU)
Queensland Branch
DECLARATION OF RESULTS - E2022/182 - Stage 2
Uncontested Offices**

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

State Conference Delegates - QLD Branch

State President (1)

Candidates

DAVIS Adam

State Vice President (1)

Candidates

PIPER Darryl

Rank and File State Councillor (11)

Candidates

BOUSKILL Wayne

CRISAFULLI Nino

FULLER Tim

HAWKE Jesse

HEAD Tony

LARCOMBE Andrew

LOCKWOOD Andrew

MAGILL Shane

STEVENSON Dave

THOMPSON Jamie

VIGNALE Dom

Female State Councillor (2)

Candidates

NORTHFIELD Kellie

PAULSEN Jane

Employed State Councillor (3)

Candidates

ALLAN Ann-Marie

COUCH Ted

WHITE Denise

Rank and File Delegate to State Administrative Committee (2)

Candidates

HAWKE Jesse

STEVENSON David

Rank and File Delegate to National Council (3)

Candidates

DAVIS Adam

HAWKE Jesse

PIPER Darryl

Additional Employed Delegate to National Council (1)

Candidates

ALLAN Ann-Marie

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate/s elected.

Ishtiaq Ahmed
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
13/07/2023



**"Automotive, Food, Metals, Engineering, Printing and
Kindred Industries Union" known as the Australian
Manufacturing Workers' Union (AMWU)**

Victorian Branch

**DECLARATION OF RESULTS - E2022/182 - Stage 2
Contested Offices**

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

VOTING MATERIAL ISSUED - In person ballot	
Total number of people on the roll of voters	39
Number of voters issued with voting material	32
Total number of voters issued with replacement voting material	0
Total number of voting material packs issued	32
VOTING MATERIAL RETURNED - In person ballot	
Total number of ballot papers returned for scrutiny by closing date of ballot	32
Number of ballot papers rejected at preliminary scrutiny (minus)	0
COUNT	
Total ballot papers admitted to the count	32

Rank and File Delegate to National Council (4)

<u>Candidates</u>	<u>First Preference Votes</u>	<u>Final Votes</u>
SIKK, Melinda	3	4
OWEN, Michelle	3	0
TERRY, Michael	31	31
ROZARIO, Dominic	30	30
SLEVIN, Dean	29	29
KANE, Andrew	28	28

Total ballot papers admitted for this office	32
Formal Ballot papers	31
Informal Ballot papers	1

I declare the following elected:

- TERRY, Michael
- ROZARIO, Dominic
- SLEVIN, Dean
- KANE, Andrew

Order Elected

1
2
3
4

Ishtiaq Ahmed
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
13/07/2023



"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Worker's Union" (AMWU)

**DECLARATION OF RESULTS - E2022/182 - Stage 2
Uncontested Offices**

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

State President (1)

Candidates

TERRY Michael

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

State Vice President (1)

Candidates

ROZARIO Dominic

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

Rank and File State Councillor (13)

Candidates

ANDERSON Tony

ANDREWS Danial

BALLANTYNE Robert

DARLING Darren

KANE Andrew

KENNEDY Mark

LOLLIS Harry

MITCHELL Noel

PURVES Jamie

REPACHOLI Jason

SAMI Pranita

SLEVIN Dean

TARANTO David

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Female State Councillor (2)

Candidates

OWEN Michelle

SIKK Melinda

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Employed State Councillor (3)

Candidates

PEPI Vince

SPINDLER Chris

TUDDENHAM Nathan

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Rank and File Delegate to State Administrative Committee (2)

Candidates

KANE Andrew

MITCHELL Noel

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Additional Employed Delegate to National Council (1)

Candidates

MALGERI Luciano

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

Ishtiaq Ahmed
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
11/07/2023

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Worker's Union (AMWU)

**DECLARATION OF RESULTS - E2022/182
NSW Branch (including ACT)
Scheduled Election- Stage 2
Uncontested Offices**

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

NSW Branch (including ACT)

State President (1)

Candidates

LANG Keith

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

State Vice President (1)

Candidates

JONES Pepe

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

Rank and File State Councillor (12)

Candidates

BLACKER Bryan

BOCASAN Adel

CARLON Matthew

CLEMENTS Nathan

EMIR Sean

HILLARD Steve

HONEYSETT Garth Thomas

JACKSON Owen

MOONEY Chris

NORRIS David

PEARCE Mark Andrew

TODOROSKI Robert

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Female State Councillor (2)

Candidates

SCHUMACHER Christy

FAN Shirley

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Employed State Councillor (3)

Candidates

HARPER Victoria

HATTENFELS Brad

PIDGEON Bradley William

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Rank and File Delegates to State Administrative Committee (2)

Candidates

MOONEY Chris

NORRIS David

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Rank and File Delegates to National Council (3)

Candidates

LANG Keith

MOONEY Chris

NORRIS David

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Additional Employed Delegate to National Council (1)

Candidates

FORTESCUE Robyn

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidate elected.

Ishtiaq Ahmed
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
06/07/2023



3 May 2023

Steven Murphy

National Secretary

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

Sent via email: national.secretary@amwu.org.au

cc: New South Wales Branch, cory.wright@amwu.org.au; Victorian Branch, tony.mavromatis@amwu.asn.au

Dear Steven Murphy



IMMEDIATE ACTION REQUIRED:

You must take steps after your recent election E2022/182

An election has recently been completed by the Australian Electoral Commission (AEC) for the "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU).

This letter explains the next steps you must take and what information you need to lodge with the Fair Work Commission (the Commission).

What you must do right now

- Let your members know about the election report issued by the AEC
- Arrange financial training for officers newly elected to an office with financial management duties. (This includes all members of the committee of management).
- Complete the notification of change and email it to regorgs@fwc.gov.au

This letter explains these steps and the tools available to help you.

STEP 1: Notify members

You must put a notice on your website once you receive your post-election report. It must tell your members they can request a copy of the post-election report from you or the AEC (regulation 141). The notice must be on your website for at least three months.



Can I put more information on our website?

Yes! Being transparent is part of good governance. You can publish the whole report or the declaration of results, as well as your notice and leave them up longer than three months. You can always do more than the regulatory minimum.

The Commission will also publish your declaration of results on our [website](#).

STEP 2: Financial training

You may have to arrange financial training for people elected to new roles.

All officers with financial management duties must complete financial training (section 293K). For information on when officers must redo training and hints on when to book training for officers taking up multiple offices [please see our fact sheet](#).

There are face to face and online [financial training packages on the Commission website](#).

You must act on this now, as affected officers **MUST** complete approved financial training OR been granted an [exemption by the Commission](#) **within six months** of beginning to hold office.



Good governance tip:

Organisations should instruct officer holders about their other obligations. This is especially important for committee of management members.

Our podcast covers the [benefits of officer induction](#). Officers have responsibilities under the rules, the RO Act, and disclosure requirements around conflicts of interest, remuneration and material personal interests. Officers will benefit from our [officer induction kit](#) and our [podcast, such as episode 17 - conflicts of interest](#).

STEP 3: Notifications of change



A notification of change must be lodged with the Commission within **35 days** of the change occurring.

We have a [template](#) to help you with this, which you can send to regorgs@fwc.gov.au. An officer must sign the completed notification template.

You must lodge a notification of change if:

- any of your officers have not been re-elected;
- officers have changed offices; or
- you have new officers.

Only notify us of changes that have **already occurred**. If people take up office in the future, you must wait until the change happens before lodging the notification within 35 days of the change.

Note: One election may result in many notifications of change.



Penalties apply

Failing to lodge your notifications of change on time can expose your organisation and its officers to significant penalties.

ROC v CEPU

The organisation failed to make a series of notifications of change on time.

The Full Court said ‘The record-keeping obligations imposed under the Registered Organisations Act are treated by the legislature as important and serious, and contravention of those obligations are correspondingly serious.’

The organisation was ordered to pay a penalty. More information is available in our [case summary](#).



Why do I need to tell you the results of the election when you’ve already received them?

The RO Act requires that **you** tell us this information about your officers – it is a legal obligation. The notification of change also contains information that is not in the declaration of results.

What if the officer has already done training?

Check out our [fact sheet](#) for when officers need to redo training, when they can get an exemption and when further training isn’t required.

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

Yours sincerely

Fair Work Commission



The Commission has a [Compliance Policy](#) which explains how we respond to issues of non-compliance. The policy is available on our website if you would like further information on the steps the compliance team may take in response to non-lodgement of a financial report.

**"Automotive, Food, Metals, Engineering, Printing and
Kindred Industries Union" known as the Australian
Manufacturing Workers' Union (AMWU)**

NSW Branch (including ACT)

**DECLARATION OF RESULTS - E2022/182 - Stage 1
Contested Offices**

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

NSW Branch (including ACT)

VOTING MATERIAL ISSUED	
Total number of people on the roll of voters (a)	12,862
Number of voters issued with voting material	12,862
Total number of voters issued with replacement voting material	26
Total number of voting material packs issued	12,888
VOTING MATERIAL RETURNED	
Total number of envelopes returned for scrutiny by closing date of ballot (b)	1,691
Number of declaration envelopes rejected at preliminary scrutiny (minus)	26
Number of ballot papers returned outside declaration envelopes (minus)	6
COUNT	
Total ballot papers admitted to the count	1659
LATE OR UNRETURNED VOTING MATERIAL	
Voting material returned as unclaimed mail by closing date of ballot	122
Voting material packs not returned by voters by closing date of the ballot	11,075
Percentage of voting material packs returned by voters to number of people on the roll of voters (b/a)	13 %

Assistant State Secretary (1)

<u>Candidates</u>	<u>Final Votes</u>
CAROVSKA, Jacquie	745
FORTECUE, Robyn	890

Total ballot papers admitted for this office	1,659
Formal Ballot papers	1,635
Informal Ballot papers	24

I declare the following elected:

- FORTECUE, Robyn

Rank and File Delegates to National Conference (10)

<u>Candidates</u>	<u>First Preference Votes</u>	<u>Final Votes</u>
BOCASAN, Adel	1,110	1,129
NORRIS, David	1,146	1,170
HILLARD, Steven	516	
JONES, Pepe	1,068	1,100
LANG, Keith	1,162	1,188
HONEYSETT, Garth Thomas	1,130	1,161
TAVERNER, Hank	487	
SUTTON, Phillip	580	
CARLON, Matthew	1,159	1,180
BLACKER, Bryan	1,135	1,161
SCHUMACHER, Christy	1,085	1,126
HUYBERS, Brett	1,016	1,065
MOONEY, Chris	1,086	1,110
TRUSTUM, Scott	440	

Total ballot papers admitted for this office

	1,659
Formal Ballot papers	1,312
Informal Ballot papers	347

I declare the following elected:

	Order Elected
• LANG, Keith	1
• CARLON, Matthew	2
• NORRIS, David	3
• BLACKER, Bryan	4
• HONEYSETT, Garth Thomas	5
• BOCASAN, Adel	6
• SCHUMACHER, Christy	7
• MOONEY, Chris	8
• JONES, Pepe	9
• HUYBERS, Brett	10

Rank and File Delegates to State Conference (23)

<u>Candidates</u>	<u>First Preference Votes</u>	<u>Final Votes</u>
EMIR, Sean	1,234	1,253
HUYBERS, Brett	996	1,018
THOMAS, Edward	732	749
WILLIAMS, Scott	1,271	1,293
FORBES, Martin	706	
SANASI, Carlos	923	957
BOCASAN, Adel	1,205	1,229
MAZZUCCO, Aldo	1,164	1,201
CAMILLERI, David	704	
JACKSON, Owen	989	1,019

MOONEY, Chris	1,010	1,037
BANBOUKJIAN, George	609	
LANG, Keith	1,007	1,031
MILTON, Peter	1,243	1,268
CLEMENTS, Nathan	977	1,020
HONEYSETT, Garth Thomas	1,199	1,224
PEARCE, Mark Andrew	1,251	1,267
DENNY, Cameron	698	
KEARNAN, Rowan	673	
WILCOX, Glenn	685	
JONES, Pepe	957	990
HILLARD, Steve	976	1,006
CARLON, Matthew	1,214	1,253
NORRIS, David	946	983
TAVERNER, Hank	889	931
ARTS, Paul	1,165	1,204
BLACKER, Bryan	1,173	1,204
TRUSTUM, Scott	370	
PODMORE, Nathan	1,118	1,159
MARTIN, Grant	640	
PHAM, Tony	550	
SUTTON, Phillip	1,182	1,213
TODOROSKI, Robert	1,048	1,080
YAP, Yen	535	

Total ballot papers admitted for this office

1,659

Formal Ballot papers

1,393

Informal Ballot papers

266

I declare the following elected:

Order Elected

• WILLIAMS, Scott	1
• MILTON, Peter	2
• PEARCE, Mark Andrew	3
• EMIR, Sean	4
• CARLON, Matthew	5
• BOCASAN, Adel	6
• HONEYSETT, Garth Thomas	7
• SUTTON, Phillip	8
• BLACKER, Bryan	9
• ARTS, Paul	10
• MAZZUCCO, Aldo	11
• PODMORE, Nathan	12
• TODOROSKI, Robert	13
• MOONEY, Chris	14
• LANG, Keith	15
• CLEMENTS, Nathan	16
• JACKSON, Owen	17

• HUYBERS, Brett	18
• HILLARD, Steve	19
• JONES, Pepe	20
• NORRIS, David	21
• SANASI, Carlos	22
• TAVERNER, Hank	23

Darren Wade
Returning Officer
Telephone: 03 9285 7111
Email: IEEvents@aec.gov.au
01/05/2023



**"Automotive, Food, Metals, Engineering, Printing and
Kindred Industries Union" known as the Australian
Manufacturing Workers' Union (AMWU)**

VIC Branch

**DECLARATION OF RESULTS - E2022/182 - Stage 1
Contested Offices**

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

Victorian Branch

VOTING MATERIAL ISSUED	
Total number of people on the roll of voters (a)	15,883
Number of voters issued with voting material	15,883
Total number of voters issued with replacement voting material	12
Total number of voting material packs issued	15,895
VOTING MATERIAL RETURNED	
Total number of envelopes returned for scrutiny by closing date of ballot (b)	3,182
Number of declaration envelopes rejected at preliminary scrutiny (minus)	69
Number of ballot papers returned outside declaration envelopes (minus)	7
COUNT	
Total ballot papers admitted to the count	3,106
LATE OR UNRETURNED VOTING MATERIAL	
Voting material returned as unclaimed mail by closing date of ballot	179
Voting material packs not returned by voters by closing date of the ballot	12,534
Percentage of voting material packs returned by voters to number of people on the roll of voters (b/a)	20 %

State Secretary (1)

<u>Candidates</u>	<u>Final Votes</u>
MAVROMATIS, Tony	2,458
DODD, Steve	587

Total ballot papers admitted for this office	3,106
Formal Ballot papers	3,045
Informal Ballot papers	61

I declare the following elected:

- MAVROMATIS, Tony

Rank and File Delegates to National Conference (13)

<u>Candidates</u>	<u>First Preference Votes</u>	<u>Final Votes</u>
CANNON, Michael	1,782	2,577
LINDGREN, Kim	124	
PURVES, Jamie	55	2,521
HOGAN, Gerard	51	
PANTALLERESCO, Mario	77	2,412
DARLING, Darren	51	2,544
KANE, Andrew	63	2,551
TERRY, Mick	72	2,533
GEORGE, Tim	171	
ROUSSETY, Jean	38	2,475
MITCHELL, Noel	34	2,525
MURPHY, Michael John	37	
BRAMSTEDT, Phill	15	
MALLEY, Andrew	21	
SLEVIN, Dean	21	2,334
BOULTON, Robert	29	2,352
ROZARIO, Dominic	37	2,271
YASSINE, Hassan	32	2,157
BROOKS, Shannon	82	2,260

Total ballot papers admitted for this office

3,106

Formal Ballot papers

2,792

Informal Ballot papers

314

I declare the following elected:

Order Elected

• CANNON, Michael	1
• KANE, Andrew	2
• DARLING, Darren	3
• TERRY, Mick	4
• MITCHELL, Noel	5
• PURVES, Jamie	6
• ROUSSETY, Jean	7
• PANTALLERESCO, Mario	8
• BOULTON, Robert	9
• SLEVIN, Dean	10
• ROZARIO, Dominic	11
• BROOKS, Shannon	12
• YASSINE, Hassan	13

Rank and File Delegates to State Conference (26)

<u>Candidates</u>	<u>First Preference Votes</u>	<u>Final Votes</u>
TERRY, Mick	1,729	2,496
BOULTON, Robert	40	2,478
MITCHELL, Noel	43	2,502
SCHOTTLER, Raymond	20	2,429
LINDGREN, Kim	83	
GEORGE, Tim	145	
TARANTO, David	31	2,434
BRINCAT, Anthony	10	2,454
REPACHOLI, Jason	17	2,398
KENNEDY, Mark	21	2,515
ROUSSEY, Jean	19	2,472
HOGAN, Gerard	37	
MABBITT, Ashley	15	2,423
MALLEY, Andrew	25	
YASSINE, Hassan	33	
STEWART, Roy	10	2,366
BRAMSTEDT, Phill	11	
CLARK, Darren	18	2,412
HOLT, Mark	17	
LOLLIS, Harry	11	2,420
KANE, Andrew	33	2,522
MURPHY, Michael John	18	2,375
LEMMENS, Michael	8	2,448
CANNON, Mick	23	2,496
PANTALLERESCO, Mario	44	2,398
PURVES, Jamie	21	2,468
TEMPLETON, Brett	3	2,327
SLEVIN, Dean	18	2,314
ANDREWS, Danial	14	2,282
ROZARIO, Dominic	23	2,268
BALLANTYNE, Robert	13	2,276
ANDERSON, Tony	17	2,285
DARLING, Darren	55	2,216

Total ballot papers admitted for this office	3,106
Formal Ballot papers	2,625
Informal Ballot papers	481

I declare the following elected:

	Order Elected
• KANE, Andrew	1
• KENNEDY, Mark	2
• MITCHELL, Noel	3
• TERRY, Mick	4
• CANNON, Mick	5

• BOULTON, Robert	6
• ROUSSETY, Jean	7
• PURVES, Jamie	8
• BRINCAT, Anthony	9
• LEMMENS, Michael	10
• TARANTO, David	11
• SCHOTTLER, Raymond	12
• MABBITT, Ashley	13
• LOLLIS, Harry	14
• CLARK, Darren	15
• PANTALLERESCO, Mario	16
• REPACHOLI, Jason	17
• MURPHY, Michael John	18
• STEWART, Roy	19
• TEMPLETON, Brett	20
• SLEVIN, Dean	21
• ANDERSON, Tony	22
• ANDREWS, Danial	23
• BALLANTYNE, Robert	24
• ROZARIO, Dominic	25
• DARLING, Darren	26

Darren Wade
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
01/05/2023





29 March 2023

Steven Murphy

National Secretary

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

Sent via email: national.secretary@amwu.org.au

cc: New South Wales Branch, cory.wright@amwu.org.au; Queensland Branch, amwu@amwu.asn.au; South Australian Branch, amwusa@amwu.asn.au; Tasmanian Branch, amwutas@amwu.asn.au; Victorian Branch, financevic@amwu.org.au; Western Australian Branch, steve.mccartney@amwu.asn.au

Dear Steven Murphy



IMMEDIATE ACTION REQUIRED:

You must take steps after your recent election E2022/182

An election has recently been completed by the Australian Electoral Commission (AEC) for the "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU).

This letter explains the next steps you must take and what information you need to lodge with the Fair Work Commission (the Commission).

What you must do right now

- Let your members know about the election report issued by the AEC
- Arrange financial training for officers newly elected to an office with financial management duties. (This includes all members of the committee of management).
- Complete the notification of change and email it to regorgs@fwc.gov.au

This letter explains these steps and the tools available to help you.

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You must put a notice on your website once you receive your post-election report. It must tell your members they can request a copy of the post-election report from you or the AEC (regulation 141). The notice must be on your website for at least three months.



Can I put more information on our website?

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STEP 2: Financial training

You may have to arrange financial training for people elected to new roles.

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You must act on this now, as affected officers **MUST** complete approved financial training OR been granted an [exemption by the Commission](#) **within six months** of beginning to hold office.



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Our podcast covers the [benefits of officer induction](#). Officers have responsibilities under the rules, the RO Act, and disclosure requirements around conflicts of interest, remuneration and material personal interests. Officers will benefit from our [officer induction kit](#) and our [podcast, such as episode 17 - conflicts of interest](#).

STEP 3: Notifications of change



A notification of change must be lodged with the Commission within **35 days** of the change occurring.

We have a [template](#) to help you with this, which you can send to regorgs@fwc.gov.au. An officer must sign the completed notification template.

You must lodge a notification of change if:

- any of your officers have not been re-elected;
- officers have changed offices; or
- you have new officers.

Only notify us of changes that have **already occurred**. If people take up office in the future, you must wait until the change happens before lodging the notification within 35 days of the change.

Note: One election may result in many notifications of change.



Penalties apply

Failing to lodge your notifications of change on time can expose your organisation and its officers to significant penalties.

ROC v CEPU

The organisation failed to make a series of notifications of change on time.

The Full Court said ‘The record-keeping obligations imposed under the Registered Organisations Act are treated by the legislature as important and serious, and contravention of those obligations are correspondingly serious.’

The organisation was ordered to pay a penalty. More information is available in our [case summary](#).



Why do I need to tell you the results of the election when you’ve already received them?

The RO Act requires that **you** tell us this information about your officers – it is a legal obligation. The notification of change also contains information that is not in the declaration of results.

What if the officer has already done training?

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Yours sincerely

Fair Work Commission



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**"Automotive, Food, Metals, Engineering, Printing and Kindred
Industries Union" known as the Australian Manufacturing
Workers' Union (AMWU)**
DECLARATION OF RESULTS - E2022/182 - Stage 1
Uncontested Offices

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

National

National Secretary (1)

Candidates

MURPHY Steven

National President (1)

Candidates

DETTMER Andrew

Assistant National Secretary (2)

Candidates

CASSIN Lorraine

THOMPSON Glenn

NSW Branch (including ACT)

State Secretary (1)

Candidates

WRIGHT Cory

Delegates to National Conference (2) - Employed Delegates

Candidates

FORTESCUE Robyn

PIDGEON Bradley

Rank and File Women Delegates to National Conference (1)

Candidates

FAN Shirley

Rank and File Delegates to National Conference from Apprentices or Young Members (1)

Candidates

No Nominations Accepted

Delegates to State Conference (5) - Employed Delegates

Candidates

BUBB Gavin

HARPER Victoria

HATTENFELS Bradley

NICKLE Todd

PIDGEON Bradley

Rank and File Women Delegates to State Conference (3)

Candidates

FAN Shirley

SCHUMACHER Christy

Rank and File Delegates to State Conference from Apprentices or Young Members (1)

Candidates

No Nominations Accepted

State Organiser (5)

Candidates

GRIGGS Belinda

HATTENFELS Bradley

JACKSON Timothy

NICKLE Todd

STEWART John

Victorian Branch

Assistant State Secretary (2)

Candidates

MALGERI Lou

PICCOLO Tony

Delegates to National Conference (3) - Employed Delegates

Candidates

MALGERI Lou

PEPI Vince

PICCOLO Tony

Rank and File Women Delegates to National Conference (2)

Candidates

OWEN Michelle

SIKK Melinda

Rank and File Delegates to National Conference from Apprentices or Young Members (1)

Candidates

CAMPISI Nathan

Delegates to State Conference (6) - Employed Delegates

Candidates

BULL Mick

CHIRGWIN Paul

CIMBORA Zeljko

PEPI Vince

SPINDLER Chris

TUDDENHAM Nathan

Rank and File Women Delegates to State Conference (4)

Candidates

OWEN Michelle

SAMI Pranita

SIKK Melinda

Rank and File Delegates to State Conference from Apprentices or Young Members (1)

Candidates

CAMPISI Nathan

State Organiser (16)

Candidates

CHIRGWIN Paul

CHRISTIE Matt

CIMBORA Zeljko

CURCIO Paul

FOX David

GRIFFITHS Dean

HYNDS Tony

MILLER Danny

MULLINS Lachlan

PEPI Vince

SPINDLER Chris

SULLIVAN Samantha

TRAYNOR Jim

TUDDENHAM Nathan

WESSLEY Daniel

YUEN Vinh

Queensland Branch

State Secretary (1)

Candidates

WEBB Rohan

Assistant State Secretary (2)

Candidates

DOUGHERTY Danny

THANAS Bill

Delegates to National Conference (9) - Rank and File Delegates

Candidates

CRISAFULLI Nino

DAVIS Adam

FAINGES Steve

FULLER Tim

HAWKE Jesse

MAGILL Shane

PIPER Darryl

STEVENSON Dave

VIGNALE Dom

Delegates to National Conference (2) - Employed Delegates

Candidates

ALLAN Ann-Marie

PUMPA Lloyd

Rank and File Women Delegates to National Conference (1)

Candidates

NORTHFIELD KELLIE

Rank and File Delegates to National Conference from Apprentices or Young Members (1)

Candidates

HARGREAVES Jack

Delegates to State Conference (21) – Rank and File Delegates

Candidates

BOURKE Jessie

BOUSKILL Wayne

BUTTERWORTH Dave

CRISAFULLI Nino

DAVIS Jason

DAVIS Adam

EVERIST Luke

FAINGES Steven

FULLER Tim

HAWKE Jesse

HEAD Tony

KILLEEN Pete

LARCOMBE Andrew

LOCKWOOD Andrew

LOWRY Geoff

MAGILL Shane

PAHANY Theodore

PIPER Darryl

STEVENSON David

THOMPSON Jamie

VIGNALE Dom

Delegates to State Conference (5) – Employed Delegates

Candidates

ALLAN Ann-Marie

COUCH Ted

SCHERF Kegan Wilson

WHITE Denise

Rank and File Women Delegates to State Conference (3)

Candidates

LYON Noreen

NORTHFIELD Kellie

PAULSEN Jane

Rank and File Delegates to State Conference from Apprentices or Young Members (1)

Candidates

HARGREAVES Jack

South Australian Branch

State Secretary (1)

Candidates

BAUER Peter

Assistant State Secretary (1)

Candidates

GORDON Stuart

Delegates to National Conference (3) - Rank and File Delegates

Candidates

LAMBROPOULOS Jon

SCANLAN Darrell

SHIPPEY Mitchell

Delegates to National Conference (1) – Employed Delegates

Candidates

GORDON Stuart

Rank and File Women Delegates to National Conference (1)

Candidates

MEYER Iris

Rank and File Delegates to National Conference from Apprentices or Young Members (1)

Candidates

ARTIS Zachary

Delegates to State Conference (15) – Rank and File Delegates

Candidates

BECKER Luke

BRADBURY David

HOANG Minh Vu

HOARE Trevor

KILSBY Ray

LAMBROPOULOS Jon

LOVE James

PANTELIOS Greg

PATEL Paresh

ROHSHEIM Carl

SCANLAN Darrell

SCHEICHL Brett

SHIPPEY Mitchell

WEAVER Wayne

WEBB Andrew

Delegates to State Conference (2) – Employed Delegates

Candidates

MCMILLAN Steven

RALPH Kevin

Rank and File Women Delegates to State Conference (2)

Candidates

MEYER Iris
PATEL Hiral

Rank and File Delegates to State Conference from Apprentices or Young Members (1)

Candidates

ARTIS Zachary

State Organiser (3)

Candidates

MCMILLAN Steven
PLUNKETT Mark
RALPH Kevin

Western Australian Branch

State Secretary (1)

Candidates

MCCARTNEY Steve

Assistant State Secretary (1)

Candidates

MCLAREN Glenn

Delegates to National Conference (5) – Rank and File Delegates

Candidates

BENNETT Jim
ENTWISLE Gordon
KIRKBY Chris
PENE Gina
STRIKE Brad

Delegates to National Conference (1) – Employed Delegates

Candidates

PORTLAND Renee

Rank and File Women Delegates to National Conference (1)

Candidates

SYDNEY-SMITH Sarah

Rank and File Delegates to National Conference from Apprentices or Young Members (1)

Candidates

MCLAREN Aedan

Delegates to State Conference (17) – Rank and File Delegates

Candidates

ANDERSON Simon
BENNETT Jim
DAVIS Dylan
EDWARDS David
EMMETT Sean

ENTWISLE Gordon
HORNE Andrew
JONES Shane
KIRKBY Chris
LAROBIANA Blayne
MASSARA Phil
MULLALLY Chris
PAYNE Jason
PENE Gina
PROWSE Kevin
SCOFFERN Jay
STRIKE Brad

Delegates to State Conference (4) – Employed Delegates

Candidates

COCHRANE Jade
LINDSEY Alan
PORTLAND Renee
RUSHWORTH Simon

Rank and File Women Delegates to State Conference (2)

Candidates

PORTILLA Nila
SYDNEY-SMITH Sarah

Rank and File Delegates to State Conference from Apprentices or Young Members (1)

Candidates

MCLAREN Aedan

Tasmanian Branch

State Secretary (1)

Candidates

SHORT John

Delegates to National Conference (2) – Rank and File Delegates

Candidates

PAULY David
RING Timothy

Delegates to National Conference (1) – Employed Delegates

Candidates

BATT Jacob

Rank and File Women Delegates to National Conference (1)

Candidates

FACEY Samantha

Rank and File Delegates to National Conference from Apprentices or Young Members (1)

Candidates

No Nominations Received

Delegates to State Conference (12) – Rank and File Delegates

Candidates

BEST Mitchell
BURDON Mark
CATLIN Darren
CHENHALL Robert
DUKESON Aileen
FACEY Samantha
GRAHAM Rodney
HEINRICH Heidi
HUXLEY Michael
PAULY David
RICHARDS Peter
RING Timothy

Delegates to State Conference (1) – Employed Delegates

Candidates

BATT Jacob

Rank and File Women Delegates to State Conference (2)

Candidates

DOWN Fiona
TEWSON Natasha

Rank and File Delegates to State Conference from Apprentices or Young Members (1)

Candidates

No Nominations Received

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Darren Wade
Returning Officer
Telephone: 03 9285 7111
Email: IEEvents@aec.gov.au
28/03/2023



Australian Government
Registered Organisations Commission

27 January 2023

Andrew Dettmer
Acting National Secretary
Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union
known as the Australian Manufacturing Workers' Union (AMWU)

By e-mail: andrew.dettmer@amwu.asn.au ; national.secretary@amwu.org.au

c.c. Abha Devasia, National Legal Coordinator, abha.devasia@amwu.org.au
James Rabaud, National Operations Officer, james.rabaud@amwu.org.au

Dear Andrew,

AMWU election matter E2022/182

I refer to the recently issued election Decision in this matter and to the 20 January 2023 Amending Decision, as well as to your letter to the Registered Organisations Commissioner dated 20 January 2023. The Commissioner has requested that I respond on his behalf.

I note that your letter raises concerns about some of the wording of the original 17 January 2023 election decision and what you consider to be adverse inferences drawn about the AMWU and its lodgement of prescribed information.

Draft prescribed information

I want to firstly acknowledge, as your 20 January 2023 letter does, that on 26 September 2022, the AMWU wrote to the ROC to advise it of proposed rule alterations which had been lodged with the Fair Work Commission (**FWC**). The AMWU's letter, which was accompanied by draft prescribed information, stated that:

As we wish to ensure a smooth process in preparation for the election, we attached with this letter a draft copy of the PI to allow time to make any amendments as may be needed for compliance with the Act. A finalised copy PI dealing with the alteration applications will be made when the decision of the FWC is issued.

I take this opportunity to acknowledge that such an approach of cooperative engagement with the relevant regulators, is welcomed. For its part, the ROC deploys its limited resources in every way possible to minimise the administrative burden on registered organisations to assist them in meeting their statutory obligations.

Consistent with the AMWU's request and our objective to assist registered organisations to efficiently meet their statutory obligations, ROC staff performed preliminary work associated with the draft prescribed information – for example, beginning early work on a draft election

assessment checklist – to ensure that once the (non-draft) prescribed information was lodged it could be processed as promptly as possible, particularly given the large number of offices involved. There were also a number of communications between ROC and AMWU staff between then and the 22 December 2022 lodgement.

Apparent misunderstanding of prescribed date

On 25 November 2022, an email from the FWC to the ROC indicated that rule alteration R2022/105 was still being considered. It then stated:

*This email is to advise that the above application may still be on foot once the AMWU have [sic] lodged its Prescribed Information concerning its upcoming election, scheduled for early 2023. I note that the date the **Prescribed Information must be lodged by is 14 January 2023**. [emphasis added]*

On 29 November 2022, the FWC advised the ROC that rule alteration R2022/105 had not yet been finalised.

On 2 December 2022, the AMWU emailed the FWC to seek that rule alteration R2022/105 be withdrawn. In that email the relevant AMWU staff member referred to *'the upcoming elections, **for which the PI is required to be lodged by 15th Jan 2023***'. [emphasis added]

On the same date, the FWC wrote to the ROC to advise of the withdrawal of the rule alteration, and further stated that:

I have been advised by the AMWU that the union intends to lodge a new rule alteration application concerning the Apprentice Rank and File Member office within the coming weeks.

*This email is to advise that the new application may be on foot at the time of the lodgment of the AMWU's Prescribed Information, **being scheduled for 14 January 2023**. [emphasis added]*

Unfortunately it is not readily apparent that these misconceived references to a prescribed date falling in January were corrected. As will be clear from further discussion below, AMWU rules provide for *nominations for some offices to open on 14 January* in the year of election and not the lodgement of prescribed information by that date.

Election decision E2022/182

Section 189 of the *Fair Work (Registered Organisations) Act 2009 (RO Act)* requires the Commissioner or his Delegate to be satisfied that an election is required under the RO Act and under the rules of the organisation.

The assessment of the (formally lodged) prescribed information therefore included detailed reference to the AMWU rules as part of the preparation of the Delegate's decision. That assessment indicated that the AMWU rules provide for nominations for some offices to open on 14 January in the year of election (or the next working day if the 14th falls on a weekend).

Regulation 138 of the *Fair Work (Registered Organisations) Regulations 2009* requires prescribed information to be lodged two months before the date provided in the rule for the opening of nominations.

It is clear that the AMWU's engagement with the ROC and the FWC about proposed rule changes was entirely commendable. As is the AMWU's preparation of draft prescribed information in relation to this very large election and providing it to the ROC ahead of time so that staff could begin to prepare for the later formal lodgement. Equally, the ROC has deployed its resources to work productively and positively with the AMWU to assist in arranging what is clearly a complex election.

However, as the National Secretary's 26 September 2022 letter implicitly acknowledges, the draft prescribed information was provided as a preliminary step (and it foreshadowed another lodgement). It cannot be considered the same as formally lodging it.

To the extent that parts of the decision could apparently be read as inferring that the delay in lodgement was solely due to deficiencies on the part of the AMWU, I can confirm that that is not the intention of the decision. The decision acknowledges the surrounding circumstances of proposed rule alterations as well as the engagement with the ROC referred to above.

It is apparent to me that the decision of the Delegate to exercise a statutory discretion to grant a later day for lodgement (i.e. later than the prescribed day by which it was due) is an acknowledgement of those other factors.

In that sense, it can be clearly distinguished from circumstances where an organisation or branch simply engages in non-compliance through late lodgement or non-lodgement which may render it liable for civil penalties.¹

The Delegate's granting of a later day for lodgement means that there can be no liability attached to the AMWU's lodgement in respect of this election.

Publication

It is apparent to me that each of the parties in this matter have cooperatively acted to ensure that compliance was achieved in arranging a complex election. As requested by you, we propose to publish a copy of your 20 January 2023 letter on the webpage containing the 17 January 2023 election decision and the 20 January 2023 amending decision.

For completeness, we also propose to publish a copy of this letter. If you have concerns in relation to this course of action please contact me **by Friday 3 February 2023**.

Please feel free to contact me directly on (03) 9603 0711 to discuss this matter.

Yours sincerely



Chris Enright
Executive Director
Registered Organisations Commission

¹ As in the case of *Registered Organisations Commissioner v Australian Hotels Association* [2019] FCA 1516.

20 January, 2023



Mr Mark Bielecki
Commissioner
Registered Organisations Commission
Email: regorgs@roc.org.au

Dear Commissioner,

Re: E2022/182.

We refer to the decision issued by the Registered Organisations Commission (ROC) in matter E2022/182 (Decision) on 17 January 2022 relating to the conduct of the election of the Union.

The AMWU wishes to raise some concerning issues with the content of the Decision.

Paragraph 3 of the Decision refers to a failure by the AMWU to file its Prescribed Information (PI) before the prescribed day as required by the RO Act and the RO Regulations. The AMWU objects to the implication in the statement of a lack of diligence on our part to adhere to the legislative requirements, and its own rules regarding elections.

On or about 10 September 2022, the AMWU commenced discussions with the officers at the ROC regarding the upcoming elections. On 20 September 2022, we notified the ROC via email that we intended to file the PI and provided information on the possibility of a delay on the outcome of the rule alteration application before the Fair Work Commission (FWC), filed on 27 July 2022. We advised that the rule alteration would have a substantive impact on the elections. This early communication has been the practice in past elections, where communication and collaboration on the PI ensured a smooth election process.

Based on advice provided to the AMWU by officers at the ROC in these discussions in September, the PI was filed with a draft mark. The PI was accompanied with correspondence seeking assistance from the ROC by way of review and feedback. We filed the PI in September so that there would be sufficient time for the Union and the ROC to identify any amendments or corrections that may need to be made to the documentation. The PI, accompanying correspondence and discussions between the AMWU and the officers at the ROC discussed the rule alteration application before the FWC, and the possibility of tight deadlines due to the unpredictability of when a decision on the rule alteration would be issued and what, if any, implications it may have to offices subject to the election. The early filing, almost four months before nominations were due to open was intended to allow sufficient time for the Union and the ROC to factor in any changes that may arise due to the rule alteration application. It also satisfied the requirement in in s189(1) of the Fair Work Regulations Act (FWRO) that the PI be filed at least 2 months before nominations were due to open on 17 January 2023.

The AMWU did not receive any feedback on the prescribed information or any amendments to be made. We are aware that the FWC was also providing updates to the ROC regarding the status of the rule alteration application through November.

Australian Manufacturing
Workers' Union
Registered as AFMEPKIU
National Office
Level 4
133 Parramatta Road
Granville NSW 2142
Telephone: 02 8868 1500
Facsimile: 02 9897 9274
amwu@amwu.asn.au

On 22 December 2022, the AMWU contacted the ROC to advise of the prospective rule change referred to above and to discuss the next steps. On that day we were advised to file the PI again, but without the “draft” mark. There was no communication from the ROC that this meant that the PI had been “filed” outside the relevant time frame. We understood this to be a purely clerical matter to assist in the formatting of the Decision.

The AMWU did not mistake the date of 14 January, the day when nominations open, as the date when the PI had to be filed as stated at paragraph 4 of the Decision. As noted above, the PI was submitted well ahead of time for review by the ROC. We refute the conjectural nature of this assertion which has been included in the Decision and the inaccurate intimation that the reasons for the delay are solely those of the AMWU.

Since 22 December, excluding the Christmas break, the AMWU and the officers of the ROC have reviewed and made amendments to the PI, working through the interpretation of the Rules to ensure accuracy, work that ought to have been done in the time since the PI was filed in September. Between 9 and 12 January, the AMWU made corrections to its PI as recommended by the ROC, and filed an amended PI in response to the questions from the ROC.

Despite this remedial work, at the publication of the Decision, the AMWU identified several errors regarding the offices to be balloted. Attached to this letter is a list of the errors identified in the decision that was communicated to the ROC. The AMWU also sought an amended decision as a matter of urgency. Since 17 January to date, we have, several times daily, engaged with officers of the ROC to provide whatever information or guidance for the necessary corrections. Obviously, this has implications to the election timetable. We note that an Amended Decision correcting the substantive matters in the decision is due to be certified today.

Given all these factors, the unnecessary commentary in the Decision as well as the errors identified, we seek that the Decision be reissued without the matters noted above so that the record may be set straight. If the Commission is not minded doing so, we would seek that this correspondence be placed on the ROC website along with the Decision.

Should you wish to discuss this further, please contact Abha Devasia abha.devasia@amwu.org.au or James Rabaud (james.rabaud@amwu.org.au).

Yours sincerely,



ANDREW DETTMER
ACTING NATIONAL SECRETARY

In decision	Amendment sought
NSW Branch- Rank and File Delegate to National Conference	<p><i>Delegates to National Conference.</i></p> <p>As noted in correspondence yesterday to this issue this is meant to include rank and file member as well as members of the Union employed by the Union (Rule5A1.2(d)).</p> <p>Rule 6A has specific offices for the (f) (state organisers), (g) delegates to National Conference and (h) delegates to State Conference. Rule 5A1.2 b, c and d have specific additional positions that are set at different caps.</p>
Rank and File Delegates to National Conference from Apprentices or young member	<p><i>Rank and file delegate to National Conference from apprentices or young members under the age of 25</i></p> <p>As expressed at rule 5A1.(e)</p>
Rank and File Delegates to state Conference	<p><i>Delegates to the State Conference</i></p> <p>As with above this will include delegates who are members of the Union employed by the Union. (Rule 5D.1(d)).</p> <p>Rule 6A and Rule 6C has specific offices for delegates to State Conference including those that are for members employed by the Union.</p>
Rank and File Delegates to State Conference from Apprentices or young member	<p><i>Rank and file delegate to state conference from apprentices or young members under the age of 25</i></p> <p>As expressed at rule 5D1.(f)</p>
Rank and file Apprentice State Councillor or member under age 25	<p><i>Delete</i></p> <p>Rule 5E1.1(i) sets out that whoever is elected to the State Conference as an apprentice rank and file member or as a member under 25 years will be on the State Council. This is not an elected position.</p>
Victorian Branch- Rank and File Delegate to National Conference	<p><i>Delegates to National Conference.</i></p> <p>As noted above</p>
Rank and File Delegates to National Conference from Apprentices or young member	<p><i>Rank and file delegate to National Conference from apprentices or young members under the age of 25</i></p> <p>As expressed at rule 5A1.(e)</p>

Rank and File Delegates to State Conference from Apprentices or young member	<i>Rank and file delegate to State Conference from apprentices or young members under the age of 25</i> As expressed at rule 5D1.(f)
Rank and file Apprentice State Councillor or member under age 25	<i>Delete</i> Rule 5E1.1(i) sets out that whoever is elected to the State Conference as an apprentice rank and file member or as a member under 25 years will be on the State Council. This is not an elected position.
Queensland Branch- Rank and File Delegate to National Conference	<i>Delegates to National Conference.</i> As noted above
Rank and File Delegates to National Conference from Apprentices or young member	<i>Rank and file delegate to National Conference from apprentices or young members under the age of 25</i> As expressed at rule 5A1.(e)
Rank and File Delegates to state Conference	<i>Delegates to the State Conference</i> As noted above
Rank and File Delegates to State Conference from Apprentices or young member	<i>Rank and file delegate to State Conference from apprentices or young members under the age of 25</i> As expressed at rule 5D1.(f)
Rank and file Apprentice State Councillor or member under age 25	<i>Delete</i> Rule 5E1.1(i) sets out that whoever is elected to the State Conference as an apprentice rank and file member or as a member under 25 years will be on the State Council. This is not an elected position.
South Australia- Rank and File Delegate to National Conference	<i>Delegates to National Conference.</i> As noted above
Rank and File Delegates to National Conference from Apprentices or young member	<i>Rank and file delegate to National Conference from apprentices or young members under the age of 25</i> As expressed at rule 5A1.(e)
Rank and File Delegates to state Conference	<i>Delegates to the State Conference</i> As noted above

Rank and File Delegates to State Conference from Apprentices or young member	<i>Rank and file delegate to State Conference from apprentices or young members under the age of 25</i> As expressed at rule 5D1.(f)
Rank and file Apprentice State Councillor or member under age 25	<i>Delete</i> Rule 5E1.1(i) sets out that whoever is elected to the State Conference as an apprentice rank and file member or as a member under 25 years will be on the State Council. This is not an elected position.
WA Branch - Rank and File Delegate to National Conference	<i>Delegates to National Conference.</i> As noted above
Rank and File Delegates to National Conference from Apprentices or young member	<i>Rank and file delegate to National Conference from apprentices or young members under the age of 25</i> As expressed at rule 5A1.(e)
Rank and File Delegates to state Conference	<i>Delegates to the State Conference</i> As noted above
Rank and File Delegates to State Conference from Apprentices or young member	<i>Rank and file delegate to State Conference from apprentices or young members under the age of 25</i> As expressed at rule 5D1.(f)
Rank and file Apprentice State Councillor or member under age 25	<i>Delete</i> Rule 5E1.1(i) sets out that whoever is elected to the State Conference as an apprentice rank and file member or as a member under 25 years will be on the State Council. This is not an elected position.
Tasmanian - Rank and File Delegate to National Conference	<i>Delegates to National Conference.</i> As noted above
Rank and File Delegates to National Conference from Apprentices or young member	<i>Rank and file delegate to National Conference from apprentices or young members under the age of 25</i> As expressed at rule 5A1.(e)
Rank and File Delegates to state Conference	<i>Delegates to the State Conference</i> As noted above

<p>Rank and File Delegates to State Conference from Apprentices or young member</p>	<p><i>Rank and file delegate to State Conference form apprentices or young members under the age of 25</i></p> <p>As expressed at rule 5D1.(f)</p>
<p>Rank and file Apprentice State Councillor or member under age 25</p>	<p><i>Delete</i></p> <p>Rule 5E1.1(i) sets out that whoever is elected to the State Conference as an apprentice rank and file member or as a member under 25 years will be on the State Council. This is not an elected position.</p>



AMENDING DECISION

Fair Work (Registered Organisations) Act 2009
s.189—Arrangement for conduct of an election

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)
(E2022/182)

MR STEENSON

SYDNEY, 20 JANUARY 2023

Arrangement for conduct of election.

[1] On 17 January 2023, as Delegate of the Registered Organisations Commissioner, I issued a decision in this matter (E2022/182) arranging for an election to be conducted by the Australian Electoral Commission to fill a significant number of offices for a new term of office for the Automotive, Foods, Metals, Engineering, Printing and Kindred Industries Union.

[2] Since issuing the decision, it has been brought to the Commission's attention that the way one category of office is described could be interpreted as potentially excluding one of the groups of members that these particular offices are intended, according to the organisation's rules, to enfranchise.

[3] In the interests of clarifying the issue, the Decision issued on 17 January 2023 in this matter (E2022/182) amended as follows:

For the each of the State Branches, the fifth and eighth offices listed beneath each of the State Branch's names, and which states

'Rank and File Delegates to National Conference' and

'Rank and File Delegates to State Conference' respectively.

and which have the following description in relation to the number of the offices to be elected:

'(number to be determined in accordance with Rules 5A1.2(a) and 5A1.1(d))' and

'(number to be determined in accordance with the Rules' respectively.

the names of the offices are to be amended by the removal of the words 'Rank and File' so that the particular office for each State Branch should then read:

'Delegates to National Conference' (number to be determined in accordance with Rules 5A1.2(a) and 5A1.1(d)); and

'Delegates to State Conference' (number to be determined in accordance with the Rules' respectively.

[4] Further it was brought to the attention of the Commission that what was referred to in both prescribed information and in the 17 January 2023 decision as an office of ‘*Rank and File Apprentice State Councillor or Member under 25 years*’ in each of the State branches is not, in fact, a separate office (either by election or ex officio). Rather, the organisation’s rules provide the rights of a full participant in State Council to the holder of the office of ‘*apprentice rank and file member... elected to the State Conference*’. [emphasis added].¹

[5] Consequently, the Decision issued on 17 January 2023 in this matter (E2022/182) is further amended as follows:

For each of the State Branches, the office listed beneath the name of each Branch which states:

‘*Rank and File Apprentice State Councillor or Member under 25 years*’

is deleted.

[6] Further to the decision issued on 17 January 2023, I also note that (in the absence of further changes to the organisation’s elections rules in relation to the timing of elections) the next prescribed day for lodgement of the prescribed information (for what would be the following term of office, commencing in 2027) falls in November 2026.



DELEGATE OF THE COMMISSIONER

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PR352398

¹ Rule 5E1.1(i), referencing Rule 5D1.2(f)



DECISION

Fair Work (Registered Organisations) Act 2009
s.189—Arrangement for conduct of an election

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)
(E2022/182)

MR STEENSON

SYDNEY, 17 JANUARY 2023

Arrangement for conduct of election.

[1] On 22 December 2022 the "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU) lodged prescribed information, and on 13 January 2023 lodged amended prescribed information, with the Registered Organisations Commission for an election to fill the following offices for a new term:

National Office

National Secretary	(1)
National President	(1)
Assistant National Secretary	(2)
Female Delegates to National Council	(number to be determined following elections conducted at State Conferences)
Delegate to National Council representing the three smaller states	(1)

NSW Branch (including ACT)

State President	(1)
State Vice President	(1)
State Secretary	(1)
Assistant State Secretary	(1)
Rank and File Delegates to National Conference	(number to be determined in accordance with Rules 5A1.2(a) and 5A1.2(d))
Rank and File Women Delegates to National Conference	(number to be determined in accordance with the rules)

Rank and file Delegates to National Conference from Apprentices or Young Members	(1)
Rank and File Delegates to State Conference	(number to be determined in accordance with the rules)
Rank and File Women Delegates to State Conference	(number to be determined in accordance with the rules)
Rank and File Delegates to State Conference from Apprentices or Young Members	(1)
State Organiser	(5)
Female State Councillor	(number to be determined in accordance with the rules)
Employed State Councillor	(number to be determined in accordance with the rules)
Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegates to National Council	(number to be determined in accordance with the rules)
Additional Employed Delegate to National Council	(1)
Rank and File State Councillor	(number to be determined in accordance with the rules)
Rank and File Apprentice State Councillor or Member under 25 years	(1)
Victorian Branch	
State President	(1)
State Vice President	(1)
State Secretary	(1)
Assistant State Secretary	(2)
Rank and File Delegates to National Conference	(number to be determined in accordance with Rules 5A1.2(a) and 5A1.2(d))
Rank and File Women Delegates to National Conference	(number to be determined in accordance with the rules)
Rank and file Delegates to National Conference from Apprentices or Young Members	(1)
Rank and File Delegates to State Conference	(number to be determined in accordance with the rules)

Rank and File Women Delegates to State Conference	(number to be determined in accordance with the rules)
Rank and File Delegates to State Conference from Apprentices or Young Members	(1)
State Organiser	(16)
Female State Councillor	(number to be determined in accordance with the rules)
Employed State Councillor	(number to be determined in accordance with the rules)
Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegates to National Council	(number to be determined in accordance with the rules)
Additional Employed Delegate to National Council	(1)
Rank and File State Councillor	(number to be determined in accordance with the rules)
Rank and File Apprentice State Councillor or Member under 25 years	(1)
Queensland Branch	
State President	(1)
State Vice President	(1)
State Secretary	(1)
Assistant State Secretary	(2)
Rank and File Delegates to National Conference	(number to be determined in accordance with Rules 5A1.2(a) and 5A1.2(d))
Rank and File Women Delegates to National Conference	(number to be determined in accordance with the rules)
Rank and file Delegates to National Conference from Apprentices or Young Members	(1)
Rank and File Delegates to State Conference	(number to be determined in accordance with the rules)
Rank and File Women Delegates to State Conference	(number to be determined in accordance with the rules)
Rank and File Delegates to State Conference from Apprentices or Young Members	(1)

Female State Councillor	(number to be determined in accordance with the rules)
Employed State Councillor	(number to be determined in accordance with the rules)
Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegates to National Council	(number to be determined in accordance with the rules)
Additional Employed Delegate to National Council	(1)
Rank and File State Councillor	(number to be determined in accordance with the rules)
Rank and File Apprentice State Councillor or Member under 25 years	(1)
South Australian Branch	
State President	(1)
State Vice President	(1)
State Secretary	(1)
Assistant State Secretary	(1)
Rank and File Delegates to National Conference	(number to be determined in accordance with Rules 5A1.2(a) and 5A1.2(d))
Rank and File Women Delegates to National Conference	(number to be determined in accordance with the rules)
Rank and file Delegates to National Conference from Apprentices or Young Members	(1)
Rank and File Delegates to State Conference	(number to be determined in accordance with the rules)
Rank and File Women Delegates to State Conference	(number to be determined in accordance with the rules)
Rank and File Delegates to State Conference from Apprentices or Young Members	(1)
State Organiser	(3)
Female State Councillor	(number to be determined in accordance with the rules)
Employed State Councillor	(number to be determined in accordance with the rules)

Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegates to National Council	(number to be determined in accordance with the rules)
Rank and File State Councillor	(number to be determined in accordance with the rules)
Rank and File Apprentice State Councillor or Member under 25 years	(1)

Western Australian Branch

State President	(1)
State Vice President	(1)
State Secretary	(1)
Assistant State Secretary	(1)
Rank and File Delegates to National Conference	(number to be determined in accordance with Rules 5A1.2(a) and 5A1.2(d))
Rank and File Women Delegates to National Conference	(number to be determined in accordance with the rules)
Rank and file Delegates to National Conference from Apprentices or Young Members	(1)
Rank and File Delegates to State Conference	(number to be determined in accordance with the rules)
Rank and File Women Delegates to State Conference	(number to be determined in accordance with the rules)
Rank and File Delegates to State Conference from Apprentices or Young Members	(1)
Female State Councillor	(number to be determined in accordance with the rules)
Employed State Councillor	(number to be determined in accordance with the rules)
Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegates to National Council	(number to be determined in accordance with the rules)
Rank and File State Councillor	(number to be determined in accordance with the rules)

Rank and File Apprentice State Councillor or Member under 25 years (1)

Tasmanian Branch

State President (1)

State Vice President (1)

State Secretary (1)

Rank and File Delegates to National Conference (number to be determined in accordance with Rules 5A1.2(a) and 5A1.2(d))

Rank and File Women Delegates to National Conference (number to be determined in accordance with the rules)

Rank and file Delegates to National Conference from Apprentices or Young Members (1)

Rank and File Delegates to State Conference (12)

Rank and File Women Delegates to State Conference (number to be determined in accordance with the rules)

Rank and File Delegates to State Conference from Apprentices or Young Members (1)

Female State Councillor (number to be determined in accordance with the rules)

Employed State Councillor (1)

Rank and File Delegates to State Administrative Committee (2)

Rank and File Delegates to National Council (number to be determined in accordance with the rules)

Rank and File State Councillor (8)

Rank and File Apprentice State Councillor or Member under 25 years (1)

[2] Section 189(2) of the *Fair Work (Registered Organisations) Act 2009* (**RO Act**) requires that, in relation to elections, organisations must lodge prescribed information for an election by a prescribed day, which regulation 138(3) of the *Fair Work (Registered Organisations) Regulations 2009* (**RO Regulations**) specifies as two months before the date on which nominations are due to open under an organisation's rules.

[3] Under the AMWU rules, the first day on which nominations are due to open for some of the offices is 14 January in the year of election (or the next working day if the 14th falls on a weekend). It is clear that the actual lodgement date (22 December 2022) was not two months before the date that the rules specify for the opening of nominations. The organisation therefore

did not lodge the prescribed information before the prescribed day as required by RO Act and RO Regulations.

[4] The Commission has been advised that the organisation had apparently mistaken date for opening of nominations as the date by which the prescribed information needed to be lodged – a difference of two months.

[5] The normal and reasonable expectation is that registered organisations take steps to ensure they comply with the time-frame requirements set out not only in the RO Act but also in instruments related to their own governance which are formulated by the organisations themselves, such as their own rules.

[6] Section 189(2) provides that the Commissioner or his delegate may allow a later date for lodgement. On its own, an apparent misunderstanding of the AMWU's rules would not of itself be considered sufficient basis for allowing a later date for lodgement. However, I note that the AMWU has been engaging with this Commission and with the Fair Work Commission (FWC) over several months on matters related to its upcoming election and rule alterations which, if certified, would affect the election for a particular office.

[7] Specifically the AMWU had lodged a rule alteration with the FWC (R2022/105) which would have had the effect of changing the electorates for offices representing apprentices and young members, by changing the relevant cut-off from 25 years of age to 30 years of age. However, when it became apparent that the rule alteration would not be certified before prescribed information was submitted, the AMWU withdrew the rule alteration and indicated that it would be subsequently re-lodged with the FWC.

[8] In circumstances where the proposed election-related rule alteration was a relevant issue, and where the AMWU had been engaging with this Commission about its upcoming election (albeit with an apparently mistaken understanding of when the prescribed information was due), on this occasion I allow, under section 189(2) of the Act, a later day for lodgement. I encourage the organisation to pay close attention to its election-related rules going forward as failure to lodge prescribed information before the prescribed day can leave an organisation open to civil penalty liability.

[9] I am satisfied that an election for the abovenamed offices is required to be held under the rules of the organisation and, under subsection 189(3) of the *Fair Work (Registered Organisations) Act 2009*, I am making arrangements for the conduct of the election by the Australian Electoral Commission.



DELEGATE OF THE COMMISSIONER

Printed by authority of the Commonwealth Government Printer

PR352391



22 December, 2022

Commissioner
Registered Organisations Commission
GPO Box 2983
Melbourne Vic 3001
Email: regorgs@roc.gov.au

Dear Commissioner,

Re: Prescribed Information for AMWU Elections.

Please find attached our Prescribed Information and Statement of Facts pursuant to section 189 of the *Fair Work (Registered Organisations) Act 2009* concerning a scheduled election to be conducted in 2023.

If you have any questions or require further information, please contact James Rabaud on 0419 405 622.

Yours sincerely,



STEVE MURPHY
NATIONAL SECRETARY

Australian Manufacturing
Workers' Union
Registered as AFMEPKIU
National Office
Level 4
133 Parramatta Road
Granville NSW 2142
Telephone: 02 8868 1500
Facsimile: 02 9897 9274
amwu@amwu.asn.au

Prescribed Information for Elections
in accordance with Section 189 *Fair Work (Registered Organisations) Act 2009*
and Regulation 138 *Fair Work (Registered Organisations) Regulations 2009*

“Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (AMWU)

I, Steve Murphy, being the National Secretary of the “Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (AMWU), make the following statement:

1. I am authorised to sign this statement containing prescribed information for the “Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (AMWU).
2. The following information is lodged under subsection 189(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).
3. The scheduled elections in Annexure A are direct elections.
4. The scheduled elections in Annexure B are collegiate elections and will be subject to the direct elections being declared.
5. The AMWU intends to alter its rules. The change will impact the election. The proposed rule change is attached to this document and marked Annexure C.
6. This statement is lodged at least 2 months before, under the Union’s rules, a person may become candidate in an election. below.

DATED: 22 December, 2022



STEVE MURPHY
NATIONAL SECRETARY

ANNEXURE A

Branch	Name of Office	Number required	Voting System <i>Direct voting system; Collegiate electoral system</i>	Reason for Election <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	Electorate
<i>National Office</i>	<i>National Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members Rule 6A</i>
<i>National Office</i>	<i>National President</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members Rule 6A</i>
<i>National Office</i>	<i>Assistant National Secretary</i>	<i>2</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members Rule 6A</i>

<i>NSW Branch</i>	<i>State Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT Rule 6A)</i>
<i>NSW Branch</i>	<i>Assistant State Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT Rule 6A</i>
<i>NSW Branch</i>	<i>Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT Rule 5A1, 6A</i>
<i>NSW Branch</i>	<i>Women Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT who are women and by all financial members in NSW and the ACT Rule 5A1, 6A</i>
<i>NSW Branch</i>	<i>Delegate to National Conference – Apprentice or Member under 25 years</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT who are apprentices or under 25 years of age and by all financial members in NSW and the ACT Rule 5A1, 6A</i>
<i>NSW Branch</i>	<i>Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT Rule 5D1, 6A</i>
<i>NSW Branch</i>	<i>Women Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT who are women and by all financial members in NSW and the ACT Rule 5D1, 6A</i>
<i>NSW Branch</i>	<i>Delegate to State Conference – Apprentice or Member under 25 years.</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT who are apprentices or under 25 years of age and by all financial members in NSW and the ACT Rule 5D1, 6A</i>
<i>NSW Branch</i>	<i>State Organiser</i>	<i>5</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT Rule 6A, new Rule 5H3.4, 5H3.4(b)</i>

<i>Victorian Branch</i>	<i>State Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Victoria Rule 6A.2(b)</i>
<i>Victorian Branch</i>	<i>Assistant State Secretary</i>	<i>2</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Victoria Rule 6A.2(b)</i>
<i>Victorian Branch</i>	<i>Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Victoria Rule 5A1, 6A</i>
<i>Victorian Branch</i>	<i>Women Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Victoria who are women and by all financial members in Victoria Rule 5A1, 6A</i>
<i>Victorian Branch</i>	<i>Delegate to National Conference – Apprentice or Member under 25 years</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Victoria who are apprentices or under 25 years of age and by all financial members in Victoria Rule 5A1, 6A</i>
<i>Victorian Branch</i>	<i>Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Victoria Rule 5D1, 6A</i>
<i>Victoria Branch</i>	<i>Women Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Victoria who are women and by all financial members in Victoria Rule 5D1, 6A</i>
<i>Victorian Branch</i>	<i>Delegate to State Conference – Apprentice or Member under 25 years.</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Victoria who are apprentices or under 25 years of age and by all financial members in Victoria Rule 5D1, 6A</i>
<i>Victorian Branch</i>	<i>State Organiser</i>	<i>16 (minimum two females)</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Victoria Rule 6A, new Rule 5H3.4, 5H3.4(b)</i>

<i>Queensland Branch</i>	<i>State Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Queensland and the Northern Territory Rule 6A</i>
<i>Queensland Branch</i>	<i>Assistant State Secretary</i>	<i>2</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Queensland and the Northern Territory Rule 6A</i>
<i>Queensland Branch</i>	<i>Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Queensland and the Northern Territory Rule 5A1, 6A</i>
<i>Queensland Branch</i>	<i>Women Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Queensland and the Northern Territory who are women and by all financial members in Queensland and the Northern Territory Rule 5A1, 6A</i>
<i>Queensland Branch</i>	<i>Delegate to National Conference – Apprentice or Member under 25 years</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Queensland and the Northern Territory who are apprentices or under 25 years of age and by all financial members in Queensland and the Northern Territory Rule 5A1, 6A</i>
<i>Queensland Branch</i>	<i>Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Queensland and the Northern Territory Rule 5D1, 6A</i>
<i>Queensland Branch</i>	<i>Women Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Queensland and the Northern Territory who are women and by all financial members in Queensland and the Northern Territory Rule 5D1, 6A</i>
<i>Queensland Branch</i>	<i>Delegate to State Conference – Apprentice or Member under 25 years.</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Queensland and the Northern Territory who are apprentices or under 25 years of age and by all financial members in Queensland and the Northern Territory Rule 5D1, 6A</i>

<i>South Australian Branch</i>	<i>State Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in South Australia Rule 6A</i>
<i>South Australian Branch</i>	<i>Assistant State Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in South Australia Rule 6A, new Rule 5H3.4, 5H3.4(b)</i>
<i>South Australian Branch</i>	<i>Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in South Australia Rule 5A1, 6A</i>
<i>South Australian Branch</i>	<i>Women Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in South Australia who are women and by all financial members in South Australia Rule 5A1, 6A</i>
<i>South Australian Branch</i>	<i>Delegate to National Conference – Apprentice or Member under 25 years</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in South Australia who are apprentices or under 25 years of age and by all financial members in South Australia Rule 5A1, 6A</i>
<i>South Australian Branch</i>	<i>Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in South Australia Rule 5D1, 6A</i>
<i>South Australian Branch</i>	<i>Women Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in South Australia who are women and by all financial members in South Australia Rule 5D1, 6A</i>
<i>South Australian Branch</i>	<i>Delegate to State Conference – Apprentice or Member under 25 years.</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in South Australia who are apprentices or under 25 years of age and by all financial members in South Australia Rule 5D1, 6A</i>
<i>South Australian Branch</i>	<i>State Organiser</i>	<i>3</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in South Australia Rule 6A, new Rule 5H3.4, 5H3.4(b)</i>

<i>Western Australian Branch</i>	<i>State Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Western Australia Rule 6A</i>
<i>Western Australian Branch</i>	<i>Assistant State Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Western Australia Rule 6A</i>
<i>Western Australian Branch</i>	<i>Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Western Australia Rule 5A1, 6A</i>
<i>Western Australian Branch</i>	<i>Women Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Western Australia who are women and by all financial members in Western Australia Rule 5A1, 6A</i>
<i>Western Australian Branch</i>	<i>Delegate to National Conference – Apprentice or Member under 25 years</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Western Australia who are apprentices or under 25 years of age and by all financial members in Western Australia Rule 5A1, 6A</i>
<i>Western Australian Branch</i>	<i>Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Western Australia Rule 5D1, 6A</i>
<i>Western Australian Branch</i>	<i>Women Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Western Australia who are women and by all financial members in Western Australia Rule 5D1, 6A and 6A.10(j)</i>
<i>Western Australian Branch</i>	<i>Delegate to State Conference</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Western Australia who are apprentices or under 25 years of age and by all financial members in Western Australia Rule 5D1, 6A and 6A.10(j)</i>

<i>Tasmanian Branch</i>	<i>State Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Tasmania Rule 6A</i>
<i>Tasmanian Branch</i>	<i>Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Tasmania Rule 5A1, 6A</i>
<i>Tasmanian Branch</i>	<i>Women Delegates to National Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Tasmania who are women and by all financial members in Tasmania Rule 5A1, 6A</i>
<i>Tasmanian Branch</i>	<i>Delegate to National Conference – Apprentice or Member under 25 years</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Tasmania who are apprentices or under 25 years of age and by all financial members in Tasmania Rule 5D1, 6A</i>
<i>Tasmanian Branch</i>	<i>Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Tasmania Rule 5D1, 6A</i>
<i>Tasmanian Branch</i>	<i>Women Delegates to State Conference</i>	<i>To be determined according to Rule</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Tasmania who are women and by all financial members in Tasmania Rule 5D1, 6A</i>
<i>Tasmanian Branch</i>	<i>Delegate to State Conference – Apprentice or Member under 25 years.</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in Tasmania who are apprentices or under 25 years of age and by all financial members in Tasmania Rule 5A1, 6A and 6A.10(j)</i>

Important dates:

	Direct Electoral System
Nominations OPEN	<i>To be determined by the Returning Officer</i>
Nominations CLOSE	<i>To be determined by the Returning Officer</i>
Roll of Voters cut off date	<i>To be determined by the Returning Officer</i>

ANNEXURE B

Branch	Name of Office	Number required	Voting System <i>Direct voting system; Collegiate electoral system</i>	Reason for Election <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	Electorate
<i>National</i>	<i>Female Delegates to National Council</i>	<i>To be determined following Elections conducted at State Conferences</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to National Conference Rules 5B1.1(b), 5B1.2, 6B.1</i>
<i>National</i>	<i>Delegate to National Council Representing the Three Smaller States</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to National Conference from South Australia, Western Australia and Tasmania Rules 5B1.1(h), 6B.2</i>
<i>NSW Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rule 6C.1(a)</i>
<i>NSW Branch</i>	<i>State Vice President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rule 6C.1(a)</i>
<i>NSW Branch</i>	<i>Rank and file female State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5E1.1(b), 6C.1(b)</i>
<i>NSW Branch</i>	<i>Employed State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5E1.1(h), 6C.1(b)</i>
<i>NSW Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5F.1(a)(v), 6C.1(b)</i>
<i>NSW Branch</i>	<i>Rank and File Delegates to National Council</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5B1.1(a), 6C.1(c)</i>

<i>NSW Branch</i>	<i>Additional Employed Delegate to National Council</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5B1.1(g), 6C.1(d)</i>
<i>Victorian Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rule 6C.1(a)</i>
<i>Victorian Branch</i>	<i>State Vice President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rule 6C.1(a)</i>
<i>Victorian Branch</i>	<i>Rank and file female State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rule 5E1.1(b), 6C.1(b)</i>
<i>Victorian Branch</i>	<i>Employed State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rule 5E1.1(h), 6C.1(b)</i>
<i>Victorian Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rules 5F.1(a)(v), 6C.1(b)</i>
<i>Victorian Branch</i>	<i>Rank and File Delegates to National Council</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rules 5B1.1(a), 6C.1(b)</i>
<i>Victorian Branch</i>	<i>Additional Employed Delegate to National Council</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rules 5B1.1(g), 6C.1(d)</i>
<i>Queensland Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rule 6C.1(a)</i>
<i>Queensland Branch</i>	<i>State Vice President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rule 6C.1(a)</i>
<i>Queensland Branch</i>	<i>Rank and file female State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rules 5E1.1(b), 6C.1(b)</i>
<i>Queensland Branch</i>	<i>Employed State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rules 5E1.1(h), 6C.1(b)</i>

<i>Queensland Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rules 5F.1(a)(v), 6C.1(b)</i>
<i>Queensland Branch</i>	<i>Rank and File Delegates to National Council</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rules 5B1.1(a), 6C.1(c)</i>
<i>Queensland Branch</i>	<i>Additional Employed Delegate to National Council</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rules 5B1.1(g), 6C.1(d)</i>
<i>South Australian Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the SA State Conference Rule 6C.1(a)</i>
<i>South Australian Branch</i>	<i>State Vice President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the SA State Conference Rule 6C.1(a)</i>
<i>South Australian Branch</i>	<i>Rank and file female State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the SA State Conference Rule 5E1.1(b), 6C.1(b)</i>
<i>South Australian Branch</i>	<i>Employed State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the SA State Conference Rule 5E1.1(h), 6C.1(b)</i>
<i>South Australian Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the SA State Conference Rules 5F.1(a)(v), 6C.1(b)</i>
<i>South Australian Branch</i>	<i>Rank and File Delegates to National Council</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the SA State Conference Rules 5B1.1(a), 6C.1(c)</i>
<i>Western Australian Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the WA State Conference Rule 6C.1(a)</i>
<i>Western Australian Branch</i>	<i>State Vice President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the WA State Conference Rule 6C.1(a)</i>
<i>Western Australian Branch</i>	<i>Rank and file female State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the WA State Conference Rules 5E1.1(b), 6C.1(b)</i>

<i>Western Australian Branch</i>	<i>Employed State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the WA State Conference Rule 5E1.1(h), 6C.1(b)</i>
<i>Western Australian Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the WA State Conference Rules 5F.1(a)(v), 6C.1(b)</i>
<i>Western Australian Branch</i>	<i>Rank and File Delegates to National Council</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the WA State Conference Rules 5B1.1(a), 6C.1(c)</i>
<i>Tasmanian Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the TAS State Conference Rule 6C.1(a)</i>
<i>Tasmanian Branch</i>	<i>State Vice President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Elections</i>	<i>Delegates to the TAS State Conference Rule 6C.1(a)</i>
<i>Tasmanian Branch</i>	<i>Rank and file female State Councillor</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rule 5E1.1(b), 6C.1(b)</i>
<i>Tasmanian Branch</i>	<i>Employed State Councillor</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rule 5E1.1(h) 6C.1(b)</i>
<i>Tasmanian Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rules 5F1(a)(v), 6C1(b)</i>
<i>Tasmanian Branch</i>	<i>Rank and File Delegates to National Council</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rules 5B1.1(a), 6C.1(c)</i>

Important dates:

	Collegiate Electoral System
Nominations OPEN	<i>To be determined by the Returning Officer</i>
Nominations CLOSE	<i>To be determined by the Returning Officer</i>
Roll of Voters cut off date	<i>To be determined by the Returning Officer</i>

ANNEXURE C

1. Replace Rule 5A1.2(e) – National Conference with the following:

One additional apprentice rank and file member, or rank and file member under the age of 30 years, elected by and from the membership in each State.

2. Replace Rule 5D1.2(f) – State Conference with the following:

One additional apprentice rank and file member, or rank and file member under the age of 30 years, elected by and from the membership in each State.

3. Replace Rule 5E1.1(i) – State Council with the following:

The additional apprentice rank and file member or rank and file member under the age of 30 years, elected to the State Conference.

4. Replace 6A.3(d)(iii) – Direct Elections with the following:

for the office of additional apprentice rank and file member, or member under the age of 30 years: 1 year.

5. Replace 6A.3(e)(ii) – Direct Elections with the following:

for the office of rank and file members on the National and State Conferences pursuant to subrule 5A1.2(e) and subrule 5D1.2(f), the nominee must be either an apprentice (but not an adult apprentice) or under 30 years of age at the close of nominations.

Branch	Name of Office	Number required	Voting System <i>Direct voting system; Collegiate electoral system</i>	Reason for Election <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	Electorate
<i>NSW Branch</i>	<i>Rank and file State Councillors</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5D1(a) 5E1.1(a),6C.1(b)</i>
<i>NSW Branch</i>	<i>Rank and File Apprentice Councillor – or Member under 25 years.</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT who are apprentices or under 25 years of age and by all financial members in NSW and the ACT Rule 5D1(f), 5E1(i), 6A</i>
<i>Victorian Branch</i>	<i>Rank and file State Councillors</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rule 5D1(a) 5E1.1(a), 6C.1(b)</i>
<i>Victorian Branch</i>	<i>Rank and File Apprentice Councillor – or Member under 25 years.</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT who are apprentices or under 25 years of age and by all financial members in NSW and the ACT Rule 5D1(f), 5E1(i), 6A</i>
<i>Queensland Branch</i>	<i>Rank and file Councillors</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rules 5D1(a) 5E1.1(a), 6C.1(b)</i>
<i>Queensland Branch</i>	<i>Rank and File Apprentice Councillor – or Member under 25 years.</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT who are apprentices or under 25 years of age and by all financial members in NSW and the ACT Rule 5D1(f), 5E1(i), 6A</i>
<i>South Australian Branch</i>	<i>Rank and file Councillors</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the SA State Conference Rule 5D1(a) 5E1.1(a), 6C.1(b)</i>
<i>South Australia Branch</i>	<i>Rank and File Apprentice Councillor – or Member under 25 years.</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT who are apprentices or under 25 years of age and by all financial members in NSW and the ACT Rule 5D1(f), 5E1(i), 6A</i>

<i>Western Australian Branch</i>	<i>State Rank and file Councillors</i>	<i>TBA</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the WA State Conference Rules 5D1 (a) 5E1.1(a), 6C.1(b)</i>
<i>South Australia</i>	<i>Rank and File Apprentice Councillor – or Member under 25 years.</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT who are apprentices or under 25 years of age and by all financial members in NSW and the ACT Rule 5D1(f), 5E1(i), 6A</i>
<i>Tasmanian Branch</i>	<i>State Rank and file Councillors</i>	<i>8</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rule 5D 1(a) 5E1.1(a), 6C.1(b)</i>
<i>Tasmania Branch</i>	<i>Rank and File Apprentice Councillor – or Member under 25 years.</i>	<i>1</i>	<i>Direct</i>	<i>Scheduled Election</i>	<i>All financial members in NSW and the ACT who are apprentices or under 25 years of age and by all financial members in NSW and the ACT Rule 5D1(f), 5E1(i), 6A</i>

