



8 September 2023

Donald Mcarthur
Secretary
CSR, Holcim, Wilmar & Viridian Staff Association known as Salaried Staff United
Sent via email: secretary@salariedstaffunited.com.au

Dear Donald Mcarthur



IMMEDIATE ACTION REQUIRED:

You must take steps after your recent election E2023/124

An election has recently been completed by the Australian Electoral Commission (AEC) for the CSR, Holcim, Wilmar & Viridian Staff Association known as Salaried Staff United 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.

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](#).



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 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.

7 September 2023

Post-election report

CSR, Holcim, Wilmar & Viridian Staff
Association known as Salaried Staff
United
Insufficient Nominations election
E2023/124

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Election(s) Covered in this Report

Organisation: CSR, Holcim, Wilmar & Viridian Staff Association known as Salaried Staff United
Election: Insufficient Nominations
Election Decision No/s: E2023/124

Rules

Rules used for the election: 078N: Incorporates alterations of 19 April 2023 (R2023/2)
(replaces 07/05/2020 (R2019/23) version)

Rules difficult to apply/interpret: N/A

Model Rule reference (if any): N/A

For more details see the Model Rules on the AEC website: www.aec.gov.au/ieb/

Signed

Benjamin Murray
Returning Officer
Australian Electoral Commission
E: IEBEvents@aec.gov.au
P: 03 9285 7111
7 September 2023

Attachments

A. Declaration of results for Uncontested Offices

**CSR, Holcim, Wilmar & Viridian Staff Association known
as Salaried Staff United**
DECLARATION OF RESULTS - E2023/124
Uncontested Offices

Insufficient Nominations 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:

CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United

Vice President (1)

Candidates

PRIEBE Max

Treasurer (1)

Candidates

KAMODA Meshach

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

Benjamin Murray
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
07/09/2023.





DECISION

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

CSR, Holcim, Wilmar & Viridian Staff Association known as Salaried Staff United
(E2023/124)

MR STEENSON

SYDNEY, 27 JUNE 2023

Arrangement for conduct of election.

[1] On 20 June 2023 the CSR, Holcim, Wilmar & Viridian Staff Association known as Salaried Staff United lodged with the Fair Work Commission prescribed information for an election to fill the following offices for the remainder of the term, due to insufficient nominations received in the recently-completed scheduled election (**E2023/39**):

Vice President	(1)
Treasurer	(1)

[2] 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 GENERAL MANAGER

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SALARIED STAFF UNITED

Helping make a better place to work

CSR, Holcim, Wilmar and Viridian Staff Association Known as Salaried Staff United

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The General Manager
Fair Work Commission
GPO Box 1994
MELBOURNE VIC 3001
By email to regorgs@fwc.gov.au

Re. E2023/39 - PRESCRIBED INFORMATION FOR ELECTIONS

Application for Insufficient Nominations Election

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

I, Donald McArthur, being the Secretary of the CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United make the following statement:

1. I am authorised to sign this statement containing prescribed information for CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United.
2. The following information is lodged under subsection 189(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).
3. The elections that are required are set out in the table in Annexure A.
4. No rule alterations are pending that will impact the election.
5. This statement IS lodged at least 2 months before nominations open for the election(s) in Annexure A.
6. The number of elected representatives is calculated on criteria defined in the rules:
 - a. The criteria for determining the outcome of a ballot should one be required are set out in the Association's rule 22 ELECTIONS (e) to (k)

Signed: SECRETARY, Donald McArthur

Dated: 20 June 2023

CSR, Holcim, Wilmar and Viridian Staff Association Known as
Salaried Staff United

Annexure A

- Elections held E2023/39
- Insufficient Nominations Election required

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Insufficient nominations	Electorate
National	Vice President	1	Direct Voting System	Insufficient nominations	All financial members of CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United
National	Treasurer	1	Direct Voting System	Insufficient nominations	All financial members of CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United

- Important dates:

	Direct Voting System	Collegiate Electoral System
Nominations OPEN	To be determined by returning officer as per rule 23 E Election Process	N/A
Nominations CLOSE	To be determined by returning officer as per rule 23 E Election Process	N/A
Roll of Voters cut off date	Under the Rules of the Association 23(f)(ii) The Returning Officer shall prepare a roll of voters who are eligible to vote, on the seventh day before the date determined for the opening of nominations pursuant to sub-rule 23(b).	N/A
AGM	The proposed date for the 2023 AGM is 12 October 2023. The date is yet to be confirmed	N/A