



30 June 2023

Allen Hicks  
National Secretary  
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of  
Australia  
Sent via email: allen@etuaustralia.org.au

cc: admin@etuaustralia.org.au; Annette@etuaustralia.org.au; Michael@etuaustralia.org.au

Dear Allen Hicks

**The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services  
Union of Australia's Officer and related party disclosure statement (ORP Statement)**

Thank you for providing your ORP statement. Your ORP statement includes information required to be provided to your members and lodged under subsection 293J of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

**Summary of your ORP Statement and Review Outcome**

Financial year ending 31 December 2022

Matter number ORP2022/364

Lodgement date 28 June 2023

Review Primary Review

Result FILED

**Your primary review**

Your ORP statement had a **primary review** which checked whether it was signed by an officer, lodged on time, included the required NIL statements and whether you met the requirements that the regulator raised with you last year.



**Your ORP statement satisfied the requirements of the primary review and has been  
uploaded to the Commission website.**

### **The Commission's risk-based approach**

This year your ORP statement was assessed against a primary review. A primary review does not check all legislative requirements.

Over a five year period the ORP statement of every organisation and branch will be subject to at least one advanced review. An advanced review is a more comprehensive review.

The Commission's [advanced review checklist](#) is published on our website.

### **Do you have any questions?**

Your ORP statement did not use the latest ORP statement template. The latest template can be found on our [disclosure obligations page](#).

This and other materials are regularly updated. We recommend you [subscribe to the Commission's subscription service](#).

If you have any queries we can be contacted on 1300 341 665 or by email [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

Yours sincerely

**Fair Work Commission**

**OFFICER AND RELATED PARTY DISCLOSURE STATEMENT in accordance with Section 293J Fair Work (Registered Organisations) Act 2009**

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, (CEPU), declare the following Officer and Related Party (ORP) Disclosure Statement.

<b>Organisation name</b>	CEPU	<b>Branch name</b>	National Council
<b>Financial year start date</b>	1 January 2022	<b>Financial year end date</b>	31 December 2022

**Top five rankings of officers – relevant remuneration and non-cash benefits**

<b>How many officers do you have who receive remuneration?</b>	<i>Please circle</i>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>5+</b>
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Remuneration includes wages and salary (including superannuation), fees, allowances, benefits and other entitlements paid by the organisation AND payments from external board positions (even if not retained by the officer).

When all officers in the CEPU National Council are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

<b>Full Name</b>	<b>Office (e.g. Secretary)</b>	<b>Actual amount of relevant remuneration</b>	<b>Value of relevant non-cash benefits</b>	<b>Form of relevant non-cash benefits (e.g. car)</b>
1. Andrew Wallace	National Councillor Plumbing Division – Victorian Branch Assistant Secretary	NIL \$286,710 (Salary \$249,195 plus Superannuation - \$26,905 Meal Allowance - \$6,486 Clothing & Fitness Allowance - \$2,824	NIL \$8,689 \$1,300	NIL Motor Vehicle Income Protection Insurance

<b>Full Name</b>	<b>Office (e.g. Secretary)</b>	<b>Actual amount of relevant remuneration</b>	<b>Value of relevant non-cash benefits</b>	<b>Form of relevant non-cash benefits (e.g. car)</b>
2. Allen Hicks	National Secretary Electrical, Energy and Services Division – Divisional Secretary  Electrical, Energy and Services Division – New South Wales Branch Secretary	NIL \$277,197 (Salary \$216,550 <sup>1</sup> plus Superannuation - \$39,205 Additional Allowance - \$1,060; Vehicle allowance - \$15,900; AL Loading - \$3,701; Health & Fitness Allowance - \$781.30  NIL	NIL \$18,980 \$37.51  NIL	NIL Rent Subsidy Fuel  NIL
3. Paddy McCrudden	National Councillor Plumbing Division – Victorian Branch Assistant Secretary	NIL \$272,324 (Salary \$235,278 plus Superannuation - \$27,298; Meal Allowance - \$6,486 Clothing & Fitness Allowance \$1,961; (Board fees of \$59,771 were paid directly to the Branch	NIL \$6,522 \$1,300	NIL Motor Vehicle Income Protection Insurance
4. Earl Setches	Assistant National Secretary Plumbing Division - Divisional Secretary and Victorian Branch Secretary	NIL \$272,076 (Salary \$236,751 plus Superannuation - \$27,298; Meal Allowance - \$6,486 Clothing & Fitness Allowance \$241 (Board fees of \$156,283 were paid directly to the Branch)	NIL \$7,436 \$1,300	NIL Motor Vehicle Income Protection Insurance
5. Troy Gray	National Councillor Electrical, Energy and Services Division – Victorian Branch Secretary	NIL \$270,651 (Salary – \$231,508 Superannuation - \$39,143	NIL \$5,772	NIL Motor Vehicle

<sup>1</sup> \$21,878.60 is included as salary as cashed out RDOs and annual leave

## Payments to related parties and declared persons or bodies

During the financial year, the following payments were made to related parties or declared persons or bodies. The details of these payments are included below. (This list does not include payments that are exempted from disclosure under section 293G).

Date	Name	Nature of relationship <i>(e.g company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
NIL	NIL	NIL	NIL	NIL	NIL

I declare that:

- the officers listed in this ORP statement are those whose relevant remuneration places them in the top five rankings of officers;
- the only officers in the top five rankings who received non-cash benefits are those for whom an amount is listed in the non-cash benefits column;
- the persons and entities listed under 'payments to related parties' are the only related parties or declared persons or bodies that are required to be disclosed under s.293G, where none are listed this is because there were no disclosable payments.

Signed; Allen Hicks



Dated: 28 June 2023

PLEASE NOTE: The Officer and Related Party Disclosure Statement must be provided to all members and a copy lodged with the Fair Work Commission (FWC) within six months of the end of the financial year. It can be lodged with the FWC by emailing to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).