



30 June 2023

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

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

Dear Allen Hicks

**The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services  
Union of Australia - Electrical, Energy and Services Division'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 ORP2022/365

Lodgement date 29 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 Divisional Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, Electrical, Energy and Services Division (CEPU EE&S Division) declare the following Officer and Related Party (ORP) Disclosure Statement.

<b>Organisation name</b>	CEPU	<b>Branch name</b>	Electrical, Energy & Services Division
<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 Electrical, Energy and Services Division 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. Ivan Balta	Divisional Councillor Assistant Branch Secretary – Victorian Branch	NIL \$280,558 (Salary - \$239,493 Superannuation – \$41,065	NIL \$4,085	NIL Motor Vehicle

<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	Divisional Secretary         Branch Secretary – New South Wales- Australian Capital Territory Branch	\$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	\$18,980 \$37.51       NIL	Rent Subsidy Fuel       NIL
3. Troy Gray	Divisional President Branch Secretary – Victorian Branch	NIL \$270,651 (Salary – \$231,508 Superannuation - \$39,143	NIL \$5,772	NIL Motor Vehicle
4. Peter Ong	Divisional Vice President Branch Secretary – Queensland and Northern Territory Branch	NIL \$259,510 (Salary \$193,364 plus Superannuation - \$55,671 Travel exp & allowances - \$10,474	NIL \$28,707	NIL Motor Vehicle and Fuel
5. Michael Wright	Divisional Assistant Secretary	\$253,396 (Salary \$194,672 plus Superannuation - \$35,310 Additional Allowance - \$1,060 Vehicle Allowance - \$15,900 AL Loading - \$3,701 Sydney Allowance - \$2,038 Health & Fitness Allowance - \$715.00)	\$354.54	Fuel

<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
2 Aug 2022	Keith McKenzie	Former Branch President and Divisional Councillor	Payout of Annual and long service leave on resignation	\$45,552	

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: 29 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).