



18 December 2024

Paul Farrow  
National Secretary  
The Australian Workers' Union  
Sent via email: paul.farrow@nat.awu.net.au

cc: QLD-secretary@awu.org.au

Dear Paul Farrow

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Australian Workers' Union (AR2024/20).

A list of those changes has been summarised in Appendix A at the end of this letter.

#### What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the Commission's [Officer Induction Kit](#)

These next steps are explained below in more detail.

#### Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (section 293K of the *Fair Work (Registered Organisations) Act 2009* (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties

- having a single person or officer responsible for overseeing the process
- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



#### **Officer financial training audit**

An audit by the Commission into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

#### **Help for new officers: Officer Induction Kit**

The Commission has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the Commission's [officers and disclosures](#) page.

#### **Disclosure obligations: what officers must do**

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the Commission's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

#### **Time frames for notifications of change**

Notifications of change must be lodged within 35 days of the change occurring (regulation 151 *Fair Work (Registered Organisations) Regulations 2009*).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement



#### **eLearning module – notifications of change**

The Commission has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au) if you have any questions or would like to discuss this matter further.

Yours sincerely

**Fair Work Commission**

## Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

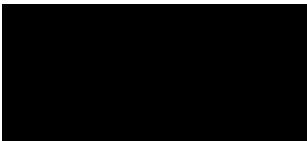
Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
04/12/2024	National, QLD	National Vice President, Delegates to Branch Delegates Meetings	Yes

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Paul Farrow, being the National Secretary of the Australian Workers Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed: Paul Farrow, AWU National Secretary



Dated: 04 December 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

# ANNEXURE A

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

Changes to Offices and Office Holders of the Australian Workers Union National and State Branches:

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
NATIONAL	16.11.2024	National Vice President	Sue Pethick	Vacant	NA	NA
QLD	29.11.2024	Delegates to Branch Delegates Meetings (Honorary)	Vacant	Christopher Penna	PO Box 1035 Townsville 4810	Process Worker



6 November 2024

Paul Farrow  
National Secretary  
The Australian Workers' Union  
Sent via email: paul.farrow@nat.awu.net.au

cc: QLD Branch secretary@awu.org.au

Dear Paul Farrow

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Australian Workers' Union (AR2024/20).

A list of those changes has been summarised in Appendix A at the end of this letter.

#### What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the Commission's [Officer Induction Kit](#)

These next steps are explained below in more detail.

#### Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (section 293K of the *Fair Work (Registered Organisations) Act 2009* (RO Act)).

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Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties

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#### **Officer financial training audit**

An audit by the Commission into officer training found that organisations frequently misunderstood **which** officers are required to do training.

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The organisation and officers are both responsible for meeting this obligation.

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Notifications of change must be lodged within 35 days of the change occurring (regulation 151 *Fair Work (Registered Organisations) Regulations 2009*).

Resources to help you make your notifications of change

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Yours sincerely

**Fair Work Commission**

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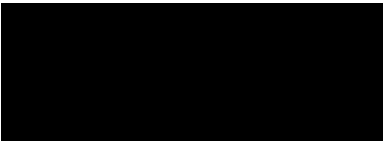
Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
30 October 2024	QLD Branch	National Conference Delegate	Yes

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Paul Farrow, being the National Secretary of the Australian Workers Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed: Paul Farrow, AWU National Secretary



Dated: 30 October 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

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QLD	29.10.2024	National Conference Delegate	David Hearse	Joey Kaiser	Level 13 333 Adelaide St Brisbane	Union Official



30 October 2024

Paul Farrow  
National Secretary  
The Australian Workers' Union  
Sent via email: paul.farrow@nat.awu.net.au

cc: VIC- victoria@awu.net.au  
QLD-secretary@awu.org.au  
NSW-info@awunsw.com.au  
WA-compliance@awuwa.asn.au

Dear Paul Farrow

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- Inform all officers of their disclosure obligations
- Consider giving your new officers the link to the Commission's Officer Induction Kit

These next steps are explained below in more detail.



#### Late notification warning

Appendix A contains late notifications. Please inform the relevant officer that this has been recorded against AR2024/20.

Late notifications are a serious issue that impacts on the transparency of the whole organisation to its members. Members should be able to tell who their officers are.

We have included some resources below to help support your good governance in relation to notifications of change.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (section 293K of the *Fair Work (Registered Organisations) Act 2009* (RO Act)).

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Please contact 1300 341 665 or [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au) if you have any questions or would like to discuss this matter further.

Yours sincerely

**Fair Work Commission**

## Appendix A

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Our records have been updated.

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Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
18/10/2024	VIC	Branch Vice President (Honorary) (2), Branch President (Honorary) (2), Branch Executive Committee Member (5)	Yes
22/10/2024	QLD	National Conference Delegate.	Yes
24/10/2024	NSW	National Conference Delegate.	Yes
29/10/2024	WA	National Conference Delegate/Delegate to National Conference (2)	No, 522 Days

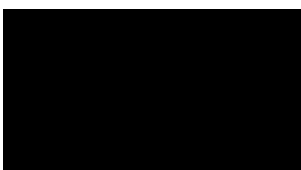


# NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Bradley Gandy, being a Branch Secretary of The Australian Worker' Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
  - On 21 April 2023 the details of a person holding office changed when an office holder resigned.<sup>1</sup>
  - On 28 October 2024 the details of a person holding office changed when an office holder was appointed.<sup>2</sup>
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Dated: 28 October 2024

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within **35 days**. It can be submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)].

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<sup>1</sup> s.230(1)(c); s.233(2); reg.151

<sup>2</sup> s.230(1)(c); s.233(2); reg.151

# ANNEXURE A

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Changes to Offices and Office Holders in the Organisation and its Branches [insert as many pages as required]:

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
West Australian	21.4.2023	National Conference Delegate/Delegate to National Conference	Sue Pethick	vacant	n/a	n/a
West Australian	28.10.2024	National Conference Delegate/Delegate to National Conference	vacant	Andy Duffy	PO Box 8122 PBC Perth WA 6849	Union Official

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Paul Farrow, being the National Secretary of the Australian Workers Union, declare the following:

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Signed: Paul Farrow, AWU National Secretary



Dated: 24/10/2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

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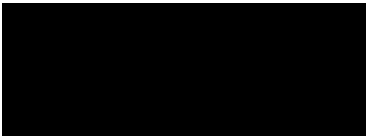
Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
NSW	17.10.2024	National Conference Delegate	Vacant	Emanuelle Risoldi (Manu)	16 – 20 Good St Granville NSW 2142	Union Official

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

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Signed: Paul Farrow, AWU National Secretary



Dated: 22 October 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

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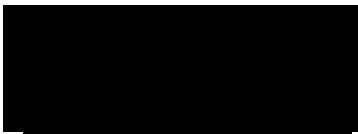
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QLD	16.10.204	National Conference Delegate	Craig Downie	Scott Bowman	Level 13 333 Adelaide St Brisbane	Union Official

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

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Signed: Paul Farrow, AWU National Secretary



Dated: 18 October 2024

submitted to regorgs@fwc

**AWU Victorian Branch – Changes to Branch Executive and National Conference Delegates**

**ANNEXURE A**

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**Changes to Offices and Office Holders of the Australian Workers Union National and State Branches:**

<b>Branch</b>	<b>Date of Change</b>	<b>Name of Office that has changed</b>	<b>Name of <u>Outgoing</u> Office Holder</b>	<b>Reason for Change</b>	<b>Name of <u>New</u> Office Holder</b>	<b>Postal Address of <u>New</u> Office Holder</b>	<b>Occupation of <u>New</u> Office Holder</b>
<i>Victorian</i>	<i>30 September 2024</i>	<i>Branch Vice President (Honorary)</i>	<i>Pillai Prabanjamurthi</i>	<i>Resignation</i>	<i>Vacancy</i>		
<i>Victorian</i>	<i>9 October 2024</i>	<i>Branch President (Honorary)</i>	<i>Blerim Lumanovski</i>	<i>Resignation</i>	<i>Vacancy</i>	.	
<i>Victorian</i>	<i>10 October 2024</i>	<i>Branch President (Honorary)</i>	<i>Vacant</i>	<i>Vacancy</i>	<i>Ross Kenna</i>	<i>685 Spencer Street, West Melbourne, Victoria, 3003.</i>	<i>Union Official</i>
<i>Victorian</i>	<i>10 October 2024</i>	<i>Branch Vice President (Honorary)</i>	<i>Vacant</i>	<i>Vacancy</i>	<i>Michael Stevenson</i>	<i>685 Spencer Street, West Melbourne, Victoria, 3003.</i>	<i>Union Official</i>
<i>Victorian</i>	<i>10 October 2024</i>	<i>Branch Executive Committee Member</i>	<i>Vacant</i>	<i>Vacancy</i>	<i>Nicholas Blackford</i>	<i>685 Spencer Street, West Melbourne, Victoria, 3003.</i>	<i>Union Official</i>
<i>Victorian</i>	<i>10 October 2024</i>	<i>Branch Executive Committee Member</i>	<i>Vacant</i>	<i>Vacancy</i>	<i>Benjamon Grabovic</i>	<i>685 Spencer Street, West Melbourne, Victoria, 3003.</i>	<i>Glass Worker</i>
<i>Victorian</i>	<i>10 October 2024</i>	<i>Branch Executive Committee Member</i>	<i>Vacant</i>	<i>Vacancy</i>	<i>Andrew Axford</i>	<i>685 Spencer Street, West Melbourne, Victoria, 3003.</i>	<i>Operator</i>



**AWU Victorian Branch – Changes to Branch Executive and National Conference Delegates**

<i>Victorian</i>	<i>10 October 2024</i>	<i>Branch Executive Committee Member</i>	<i>Vacant</i>	<i>Vacancy</i>	<i>Jason Bourke</i>	<i>685 Spencer Street, West Melbourne, Victoria, 3003.</i>	<i>Labourer</i>
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**AWU Victorian Branch – Changes to Branch Executive and National Conference Delegates**

<i>Victorian</i>	<i>10 October 2024</i>	<i>Branch Executive Committee Member</i>	<i>Vacant</i>	<i>Vacancy</i>	<i>Dale Malcolm</i>	<i>685 Spencer Street, West Melbourne, Victoria, 3003.</i>	<i>Field Service Officer</i>
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9 October 2024

Paul Farrow  
National Secretary  
The Australian Workers' Union  
Sent via email: paul.farrow@nat.awu.net.au

cc: WA Branch compliance@awuwa.asn.au  
SA Branch membership@awusa.asn.au  
NSW Branch info@awu-nsw.asn.au

Dear Paul Farrow

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The organisation and officers are both responsible for meeting this obligation.

#### **Time frames for notifications of change**

Notifications of change must be lodged within 35 days of the change occurring (regulation 151 *Fair Work (Registered Organisations) Regulations 2009*).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

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These resources include:

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- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement

#### **eLearning module – notifications of change**



The Commission has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au) if you have any questions or would like to discuss this matter further.

Yours sincerely

**Fair Work Commission**

## Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

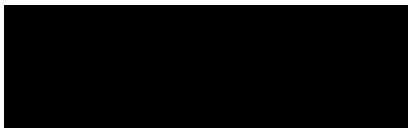
Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
30 September 2024	WA Branch – Alcoa Pinjarra Refinery Sub-Branch	Sub-Branch Secretary	Yes
8 October 2024	SA Branch	Executive Committee Member	Yes
8 October 2024	NSW Branch National Branch	National Conference Delegate Assistant National Secretary	Yes

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Paul Farrow, being the National Secretary of the Australian Workers Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed: Paul Farrow, AWU National Secretary



Dated: 08/10/2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

# ANNEXURE A

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

Changes to Offices and Office Holders of the Australian Workers Union National and State Branches:

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
NSW	02.10.2024	National Conference Delegate	Chris Donovan	Vacant	N/A	N/A
National	02.10.2024	Assistant National Secretary	Vacant	Chris Donovan	16 – 20 Good St Granville NSW 2142	Union Official

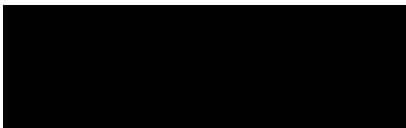


**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

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  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed: Paul Farrow, AWU National Secretary



Dated: 8 October 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

# ANNEXURE A

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Changes to Offices and Office Holders of the Australian Workers Union National and State Branches:

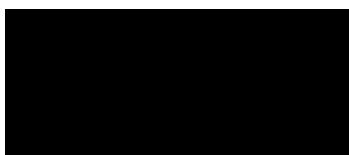
Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
Sth Australia	26/09/2024	Executive Committee Member	Russell Webb Please Note: (passed away – no resignation)	Vacant	N/A	N/A

# NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Bradley Gandy, being a Branch Secretary of The Australian Worker' Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
  - On 28 August 2024 the details of a person holding office changed when an office holder resigned.<sup>1</sup>
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Dated: 24 September 2024

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within **35 days**. It can be submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)].

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<sup>1</sup> s.230(1)(c); s.233(2); reg.151

# ANNEXURE A

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

Changes to Offices and Office Holders in the Organisation and its Branches [insert as many pages as required]:

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
Alcoa Pinjarra Refinery Sub- Branch	28.8.2024	Sub-Branch Secretary	Stuart Allen	vacant	n/a	n/a



16 September 2024

Paul Farrow  
National Secretary  
The Australian Workers' Union  
Sent via email: paul.farrow@nat.awu.net.au

cc: VIC - victoria@awu.net.au

Dear Paul Farrow

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Australian Workers' Union (AR2024/20).

A list of those changes has been summarised in Appendix A at the end of this letter.

#### What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the Commission's [Officer Induction Kit](#)

These next steps are explained below in more detail.

#### Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (section 293K of the *Fair Work (Registered Organisations) Act 2009* (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties

- having a single person or officer responsible for overseeing the process
- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



#### **Officer financial training audit**

An audit by the Commission into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

#### **Help for new officers: Officer Induction Kit**

The Commission has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the Commission's [officers and disclosures](#) page.

#### **Disclosure obligations: what officers must do**

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the Commission's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

#### **Time frames for notifications of change**

Notifications of change must be lodged within 35 days of the change occurring (regulation 151 *Fair Work (Registered Organisations) Regulations 2009*).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
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#### **eLearning module – notifications of change**

The Commission has launched an eLearning module to assist organisations in understanding when a notification of change is required.

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Please contact 1300 341 665 or [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au) if you have any questions or would like to discuss this matter further.

Yours sincerely

**Fair Work Commission**

## Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
05/09/2024	VIC	Branch Executive Committee Member	Yes
11/09/2024	National	Assistant National Secretary	Yes

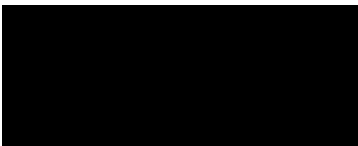


**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Paul Farrow, being the National Secretary of the Australian Workers Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed: Paul Farrow, AWU National Secretary



Dated: 11 September 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

# ANNEXURE A

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Changes to Offices and Office Holders of the Australian Workers Union National and State Branches:

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NATIONAL	2 Sept 2024	Assistant National Secretary	Kade Wakefield	Vacant	NA	NA

# **NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

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Signed: Paul Farrow, AWU National Secretary



Dated: 5 September 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

# ANNEXURE A

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VIC	20 August 2024	Branch Executive Committee Member	Danny Murphey	Vacant		



15 July 2024

Paul Farrow  
National Secretary  
The Australian Workers' Union  
Sent via email: paul.farrow@nat.awu.net.au

cc: QLD Branch secretary@awu.org.au  
Victoria Branch victoria@awu.net.au

Dear Paul Farrow

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Australian Workers' Union (AR2024/20).

A list of those changes has been summarised in Appendix A at the end of this letter.

#### What you need to do right now

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Yours sincerely

**Fair Work Commission**

## Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

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Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
08 July 2024	Queensland Branch	Delegate to Branch Delegate Meeting (3) National Conference Delegate (5)	Yes
12 July 2024	Victoria Branch	Branch Executive Committee Member (2)	Yes

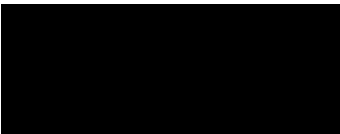


# **NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

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Signed: Paul Farrow, AWU National Secretary



Dated: 12 July 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

# ANNEXURE A

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VIC	26 June 2024	Branch Executive Committee Member	Vacant	David Cragg	685 Spencer St West Melbourne Vic 3003	Union Historian
VIC	4 July 2024	Branch Executive Committee Member	Vanessa Garbett	Vacant	N/A	N/A

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

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Signed: Paul Farrow, AWU National Secretary



Dated: 4 July 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

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QLD	17/06/2024	Delegate to Branch Delegate Meeting	Vacant	Wayne Lambert	PO Box 508 Toowoomba 4035	Union Official
QLD	17/06/2024	Delegate to Branch Delegate Meeting	Vacant	Kris Adams	PO Box 289 Rockhampton 4700	Union Official
QLD	17/06/2024	Delegate to Branch Delegate Meeting	Vacant	Michael Anderson	GPO Box 13 Brisbane QLD 4001	Union Official
QLD	17/06/2024	National Conference Delegate	Larry Bernie	Michael Curran	PO Box 82 Charleville QLD 4470	Local Govt Worker
QLD	17/06/2024	National Conference Delegate	Vacant	Norm Page	GPO Box 13 Brisbane QLD 4001	Refinery Operator
QLD	17/06/2024	National Conference Delegate	Vacant	Ms Karen Johns	GPO Box 13 Brisbane QLD 4001	Residential Care Officer

QLD	17/06/2024	National Conference Delegate	Mark Raguse	Glen Holt	PO Box 5097 Gladstone 4680	Labourer
QLD	17/06/2024	National Conference Delegate	Craig Sell	Bronson Thomas	PO Box 508 Toowoomba 4035	Union Official



1 July 2024

Paul Farrow  
National Secretary  
The Australian Workers' Union  
Sent via email: paul.farrow@nat.awu.net.au

cc: SA- membership@awusa.asn.au

Dear Paul Farrow

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Australian Workers' Union (AR2024/20).

A list of those changes has been summarised in Appendix A at the end of this letter.

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Yours sincerely

**Fair Work Commission**



## Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
27/06/2024	SA	Branch Executive Committee Member	Yes

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

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Signed: Paul Farrow, AWU National Secretary



Dated: 27 June 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

# ANNEXURE A

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Sth Aust	27/05/2024	Branch Executive Committee Member	Colleen Johnson	Vacant	N/A	N/A



15 May 2024

Paul Farrow  
National Secretary  
The Australian Workers' Union  
Sent via email: paul.farrow@nat.awu.net.au

cc: QLD- secretary@awu.org.au

Dear Paul Farrow

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Australian Workers' Union (AR2024/20).

A list of those changes has been summarised in Appendix A at the end of this letter.

#### What you need to do right now

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These next steps are explained below in more detail.

#### Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (section 293K of the *Fair Work (Registered Organisations) Act 2009* (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties

- having a single person or officer responsible for overseeing the process
- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



#### **Officer financial training audit**

An audit by the Commission into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

#### **Help for new officers: Officer Induction Kit**

The Commission has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the Commission's [officers and disclosures](#) page.

#### **Disclosure obligations: what officers must do**

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the Commission's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

#### **Time frames for notifications of change**

Notifications of change must be lodged within 35 days of the change occurring (regulation 151 *Fair Work (Registered Organisations) Regulations 2009*).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement



#### **eLearning module – notifications of change**

The Commission has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au) if you have any questions or would like to discuss this matter further.

Yours sincerely

**Fair Work Commission**

## Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

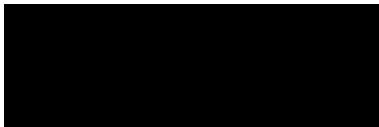
Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
10/05/2024	QLD, National	National Conference Delegate, Branch Organiser, Delegate to Branch Delegates Meetings, National Executive Member. National Vice President	Yes

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Paul Farrow, being the National Secretary of the Australian Workers Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed: Paul Farrow, AWU National Secretary



Dated: 10 May 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)



# ANNEXURE A

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Changes to Offices and Office Holders of the Australian Workers Union National and State Branches:

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
QLD	24/04/2024	National Conference Delegate	Alan Bolton	Vacant	N/A	N/A
QLD	24/04/2024	Branch Organiser	Alan Bolton	Vacant	N/A	N/A
QLD	24/04/2024	Delegate to Branch Delegates Meetings	Alan Bolton	Vacant	N/A	N/A
QLD	23/04/2024	National Executive Member	Mark Raguse	James (Jim) Wilson	GPO Box 88 Brisbane QLD 4001	Union Official
National	23/04/2024	National Vice President	Vacant	Mark Raguse	GPO Box 88 Brisbane QLD 4001	Union Official



17 April 2024

Paul Farrow  
National Secretary  
The Australian Workers' Union  
Sent via email: paul.farrow@nat.awu.net.au

cc: TAS- admin@awutas.org.au  
QLD-secretary@awu.org.au  
VIC-victoria@awu.net.au  
NSW-info@awu-nsw.asn.au

Dear Paul Farrow

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Australian Workers' Union (AR2024/20).

A list of those changes has been summarised in Appendix A at the end of this letter.

#### What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the Commission's [Officer Induction Kit](#)

These next steps are explained below in more detail.

#### Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (section 293K of the *Fair Work (Registered Organisations) Act 2009* (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process
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- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



#### **Officer financial training audit**

An audit by the Commission into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

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The Commission has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the Commission's [officers and disclosures](#) page.

#### **Disclosure obligations: what officers must do**

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the Commission's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

#### **Time frames for notifications of change**

Notifications of change must be lodged within 35 days of the change occurring (regulation 151 *Fair Work (Registered Organisations) Regulations 2009*).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members.

They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement

#### **eLearning module – notifications of change**



The Commission has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au) if you have any questions or would like to discuss this matter further.

Yours sincerely

**Fair Work Commission**

## Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
08/04/2024	TAS	Branch Vice President	Yes
08/04/2024	QLD	Branch Delegate to Delegates Meeting	Yes
17/04/2024	VIC	National Conference Delegate (2), Branch Executive Committee Member (2), Branch Organiser and Branch Committee Member (2)	Yes
17/04/2024	NSW	National Conference Delegate (3)	Yes

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Paul Farrow, being the National Secretary of the Australian Workers Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed: Paul Farrow, AWU National Secretary



Dated: 17 April 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

# ANNEXURE A

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Changes to Offices and Office Holders of the Australian Workers Union National and State Branches:

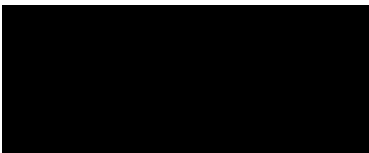
Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
NSW	9 April 2024	National Conference Delegate	Vacant	Tania Larkins	16 – 20 Good Street Granville NSW 2142	Production Worker
NSW	9 April 2024	National Conference Delegate	Vacant	Glenn Leake	16 – 20 Good Street Granville NSW 2142	Production Worker
NSW	9 April 2024	National Conference Delegate	Vacant	Michael Ghoulmieh	16 – 20 Good Street Granville NSW 2142	Production Worker

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

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  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed: Paul Farrow, AWU National Secretary



Dated: 14 April 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)



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Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
Victoria	26 March 2024	National Conference Delegate	Catherine Hinton (Resignation)	Shenae Murray	685 Spencer Street, West Melbourne, Victoria, 3003.	Union Official
Victoria	26 March 2024	National Conference Delegate	Joel Archer (Resignation)	Paul Konaris	685 Spencer Street, West Melbourne, Victoria, 3003.	Union Official
Victoria	26 March 2024	Branch Executive Committee Member	Joel Archer (Resignation)	Ross Kenna	685 Spencer Street, West Melbourne, Victoria, 3003.	Union Official
Victoria	26 March 2024	Branch Executive Committee Member	Catherine Hinton (Resignation)	Vacant	685 Spencer Street, West Melbourne, Victoria, 3003.	Union Official
Victoria	26 March 2024	Branch Organiser and Branch Committee Member	Vacant	Joel Archer	685 Spencer Street, West Melbourne, Victoria, 3003.	Union Official
Victoria	26 March 2024	Branch Organiser and Branch Committee Member	Vacant	Catherine Hinton	685 Spencer Street, West Melbourne, Victoria, 3003.	Union Official

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Paul Farrow, being the National Secretary of the Australian Workers Union, declare the following:

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Signed: Paul Farrow, AWU National Secretary



Dated: 5 April 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

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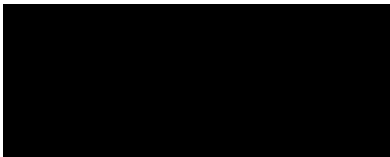
Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
QLD	14/03/2024	Branch Vice President	Kurt Newman	Brett McCreadie	GPO Box 13 Brisbane QLD 4001	Union Official
QLD	14/03/2024	Southern District Secretary	Kurt Newman	Brett McCreadie	GPO Box 13 Brisbane QLD 4001	Union Official
QLD	22/03/2024	Branch Delegate to Delegates Meeting (Southern)	Brett McCreadie	Kurt Newman	GPO Box 88 Brisbane QLD 4001	Union Official
QLD	05/03/2024	Branch Delegate to Delegates Meeting (Southern)	Terry McQuillan	VACANT	n/a	n/a
QLD	05/03/2024	National Conference Delegate	Terry McQuillan	VACANT	n/a	n/a

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Paul Farrow, being the National Secretary of the Australian Workers Union, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed: Paul Farrow, AWU National Secretary



Dated: 5 April 2024

submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

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Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
TAS	4/03/24	Branch President	Laurie Gregson	Sharon Tuttle	C/- PO Box 489 Glenorchy TAS 7010	Production Worker
TAS	4/04/24	Branch Vice President	Sharon Tuttle	John Dusautoy	C/- PO Box 489 Glenorchy TAS 7010	Production Worker



12 April 2024

Paul Farrow  
National Secretary  
The Australian Workers' Union  
Sent via email: [paul.farrow@nat.awu.net.au](mailto:paul.farrow@nat.awu.net.au)

Cc: [members@nat.awu.net.au](mailto:members@nat.awu.net.au)

Dear Paul Farrow

**The Australian Workers' Union's annual return of information (annual return) lodged under subsection 233(1) of the RO Act**

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

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

Year	2024
Matter number	AR2024/20
Lodgement date	20 March 2024
Review	Primary Review
Result	FILED

**Your primary review**

Your annual return had a **primary review** which checked whether it was signed by an officer, lodged on time, the required declarations were made, included the list of offices and office holders and whether you met the requirements that the regulator raised with you last year. A primary review does not examine all the requirements of subsection 233(1).



**Your annual return satisfied the requirements of the primary review and has been uploaded to the Fair Work Commission (the Commission) website.**

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

This year your annual return was assessed against a primary review. Consistent with the Commission's risk-based approach, most annual returns are the subject of a primary review.

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

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

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

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

Information and education materials are available on our [website](#). These materials are regularly updated. We recommend you [subscribe to the Commission's subscription service to find out when we release new materials](#).

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

Yours sincerely

**Fair Work Commission**

**ANNUAL RETURN OF INFORMATION (organisation with branches) in accordance with Regulation 147 Fair Work (Registered Organisations) Regulations 2009 and Sections 230 and 233 Fair Work (Registered Organisations) Act 2009**

I, PAUL FARROW, being the NATIONAL SECRETARY of THE AUSTRALIAN WORKERS' UNION, declare the following:

1. I am authorised to make this declaration.
2. The register of members has, during the immediately preceding calendar year, been kept and maintained as required by s.230(1)(a) and s.230(2) of the *Fair Work (Registered Organisations) Act 2009* (the Act).
3. The following is a correct statement of the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the Act:
  - The address of the organisation is Level 2, 16-20 Good Street Granville NSW 2142.
  - The name and address of each branch of the organisation is:
    - a. AWU Queensland Branch: 333 Adelaide Street Brisbane QLD 4000
    - b. AWU New South Wales Branch: 16-20 Good Street Granville NSW 2142
    - c. AWU Victorian Branch: 685 Spencer Street West Melbourne VIC 3003
    - d. AWU Tasmanian Branch: 1/332-334 Main Road Glenorchy TAS 7010
    - e. AWU South Australian Branch: 22-24 Main Street Mawson Lakes SA 5095
    - f. AWU West Australian Branch: 25 Barrack Street Perth WA 6000
  - On 31 December 2023 the number of members was 74,077
  - A list of offices and the names, postal addresses and occupations of persons holding those offices as at the date of this declaration is attached at Annexure A and forms part of this declaration.
  - Under the rules of the organisation, there are no elections scheduled from 1 January to 31 December THIS YEAR (this does not include casual vacancy elections)



- During the previous 12 months:
  - NO branches COMMENCED or CEASED operation.
  
- The organisation
  - Has not entered into an agreement under s.151(1) of the Act with a state union.



Date 20 March 2024

<b>AWU Elected Officers @ 20/3/24</b>			
<b>Name of Office</b>	<b>Office Holder</b>	<b>Postal Address of Office Holder</b>	<b>Occupation</b>
<b>National</b>			
National President	Marina Chambers	GPO Box 88 Brisbane QLD 4000	Union Official
National Vice President	Sandra Doumit	PO Box 20 Granville NSW 2142	Union Official
National Vice President	Gary Henderson	GPO Box 2577 Adelaide SA 5001	Union Official
National Vice President	Sue Pethick	PO Box 8122 PBC Perth WA 6849	Union Official
National Vice President	Vacant		
National Vice President	Patrick Wood	685 Spencer Street West Melbourne VIC 3003	Union Official
National Secretary	Paul Farrow	PO Box 20 Granville NSW 2142	Union Official
Assistant National Secretary	Kade Wakefield	PO Box 20 Granville NSW 2142	Union Official
<b>Queensland Branch</b>			
Branch Secretary	Stacey Schinnerl	GPO Box 13 Brisbane QLD 4001	Paid Official
Branch President	Marina Chambers	GPO Box 88 Brisbane QLD 4001	Union Official
Branch Vice President	Kurt Neumann	GPO Box 88 Brisbane QLD 4001	Union Official
Branch Vice President	Vacant		
Branch Vice President	James (Jim) Wilson	GPO Box 88 Brisbane QLD 1001	Paid Official
Central District Secretary	Craig Sell	PO Box 5097 Gladstone 4680	Paid Official
Far Northern District Secretary	David Hearse	PO Box 854 Cairns QLD 4870	Union Official
Northern District Secretary	Jim Wilson	PO Box 1035 Townsville 4810	Union Official
Southern District Secretary	Kurth Neumann	GPO Box 88 Brisbane QLD 4001	Paid Official
South Western District Secretary	Craig Downie	PO Box 508 Toowoomba 4035	Paid Official
Western District Secretary	Larry Bernie	PO Box 82 Charleville 4470	Union Official
National Executive Member	Mark Raguse	GPO Box 88 Brisbane QLD 4001	Paid Official
National Executive Member	Kurt Neumann	GPO Box 88 Brisbane QLD 4001	Paid Official
Branch Organiser	Richard Billingham	PO Box 854 Cairns QLD 4870	Paid Official
Branch Organiser	Alan Bolton	GPO Box 13 Brisbane QLD 4001	Union Official
Branch Organiser	Marina Chambers	GPO Box 88 Brisbane QLD 4001	Union Official
Branch Organiser	Gavin Lawrence	PO Box 50 Mount Isa QLD 4825	Paid Official
Branch Organiser	Terry Osmond	PO Box 738 Innisfail QLD 4860	Paid Official
Branch Organiser	Vacant		
Branch Organiser	Sharon Winn	PO Box 854 Cairns QLD 4870	Union Official
Branch Organiser	Vacant		
Branch Organiser	Vacant		
Branch Organiser	Vacant		
Branch Organiser	Vacant		
Branch Organiser	Vacant		
Branch Organiser	Vacant		
Branch Organiser	Vacant		
Branch Organiser	Vacant		
Branch Organiser	Vacant		
Branch Organiser	Vacant		
Branch Organiser	Vacant		
Branch Executive Committee Member	Larry Bernie	PO Box 82 Charleville 4470	Union Official
Branch Executive Committee Member	Craig Sell	PO Box 5097 Gladstone 4680	Paid Official
Branch Executive Committee Member	Paul Craig	C/- GPO Box 13 Brisbane QLD 4001	Health Industry Worker
Branch Executive Committee Member	David Hearse	PO Box 854 Cairns QLD 4870	Union Official
Branch Executive Committee Member	Craig Downie	PO Box 508 Toowoomba 4035	Paid Official
Branch Executive Committee Member	Craig Jarvis	PO Box 1035 Townsville 4810	Process Worker
National Conference Delegate	Larry Bernie	PO Box 82 Charleville 4470	Paid Official
National Conference Delegate	Alan Bolton	GPO Box 88 Brisbane QLD 4001	Union Official
National Conference Delegate	David Hearse	PO Box 854 Cairns QLD 4870	Union Official
National Conference Delegate	Craig Downie	PO Box 508 Toowoomba 4035	Union Official
National Conference Delegate	Kurt Neumann	GPO Box 13 Brisbane QLD 4001	Union Official
National Conference Delegate	Mark Raguse	GPO Box 13 Brisbane QLD 4001	Union Official
National Conference Delegate	Kelsey Hills	GPO Box 13 Brisbane QLD 4001	Paid Official
National Conference Delegate	Craig Sell	PO Box 289 Rockhampton 4700	Paid Official
National Conference Delegate	Brett McCreddie	GPO Box 13 Brisbane QLD 4001	Union Official
National Conference Delegate	James (Jim) Willson	GPO Box 88 Brisbane QLD 4001	Paid Official
National Conference Delegate	Terry McQuillan	GPO Box 88 Brisbane QLD 4001	Paid Official
Delegate to Branch Delegates Meeting	Alan Bolton	GPO Box 13 Brisbane QLD 4001	Union Official

Delegate to Branch Delegates Meeting	Richard Billingham	GPO Box 854 Cairns QLD 4870	Paid Official
Delegate to Branch Delegates Meeting	Terry Osmond	PO Box 738 Innisfail QLD 4860	Paid Official
Delegate to Branch Delegates Meeting	Breit McCreadie	GPO Box 13 Brisbane QLD 4001	Union Official
Delegate to Branch Delegates Meeting	Terry McQuillan	GPO Box 88 Brisbane QLD 4001	Paid Official
Delegate to Branch Delegates Meeting	Paul Craig	C/- GPO Box 13 Brisbane QLD 4001	Health Industry Worker
Delegate to Branch Delegates Meeting	Gavin Lawrence	PO Box 50 Mount Isa QLD 4825	Paid Official
Delegate to Branch Delegates Meeting	Vacant		
Delegate to Branch Delegates Meeting	Bronson Thomas	PO Box 1057 Bundaberg QLD 4670	Paid Official
Delegate to Branch Delegates Meeting	James Downie	GPO Box 13 Brisbane QLD 4001	Union Official
Delegate to Branch Delegates Meeting	Kelsey Hills	GPO Box 88 Brisbane QLD 4001	Union Official
Delegate to Branch Delegates Meeting	Craig Jarvis	PO Box 1035 Townsville 4810	Process Worker
Delegate to Branch Delegates Meeting	Brad Ufer	PO Box 1035 Townsville 4810	Union Official
<b>New South Wales Branch</b>			
Branch Secretary	Tony Callinan	PO Box 226 Mayfield NSW 2304	Union Official
Branch President	Lorna Fairless	PO Box 20 Granville NSW 2142	Supervisor
Branch Assistant Secretary	Paul Delaney	PO Box 226 Mayfield NSW 2304	Union Official
Branch Assistant Secretary	Ron Cowdrey	PO Box 20 Granville NSW 2142	Union Official
Branch Senior Vice President	John Boyd	PO Box 226 Mayfield NSW 2304	Union Official
Branch Senior Vice President	Jeffrey Buhler	PO Box 20 Granville NSW 2142	Union Official
Branch Vice-President	Sandra Doumit	PO Box 20 Granville NSW 2142	Union Official
Branch Vice-President	Sean Burke	PO Box 40 Unanderra NSW 2526	Union Official
Branch Vice-President	Cameron Wright	PO Box 226 Mayfield NSW 2304	Union Official
Branch Executive Committee Member	David Boreland	PO Box 20 Granville NSW 2142	Production Worker
Branch Executive Committee Member	Vince Calver	PO Box 20 Granville NSW 2142	Chemical Worker
Branch Executive Committee Member	Gregg Davies	PO Box 40 Unanderra NSW 2526	Production Worker
Branch Executive Committee Member	Marcus Faulkner	PO Box 20 Granville NSW 2142	Production Worker
Branch Executive Committee Member	William Howitt	PO Box 20 Granville NSW 2142	Road Maintenance Worker
Branch Executive Committee Member	Tania Larkins	PO Box 20 Granville NSW 2142	Chemical Worker
Branch Executive Committee Member	Evan Lawless	PO Box 20 Granville NSW 2142	Engineer
Branch Executive Committee Member	Glenn Leake	PO Box 40 Unanderra NSW 2526	Production Worker
Branch Executive Committee Member	Craig Mason	PO Box 20 Granville NSW 2142	Technician
Branch Executive Committee Member	Thomas Matheson	PO Box 226 Mayfield NSW 2304	Production Worker
Branch Executive Committee Member	Ian Morley	PO Box 20 Granville NSW 2142	Union Official
Branch Executive Committee Member	Saso Stojanoski	PO Box 40 Unanderra NSW 2526	Production Worker
Branch Executive Committee Member	Ian Thomas	PO Box 20 Granville NSW 2142	Production Worker
Branch Executive Committee Member	Shay Wahrlich	PO Box 20 Granville NSW 2142	Field Officer
Branch Executive Committee Member	Brett Slavin	PO Box 226 Mayfield NSW 2304	Production Worker
National Executive Member	Ronald Cowdrey	PO Box 20 Granville NSW 2142	Union Official
National Executive Member	Paul Delaney	PO Box 226 Mayfield NSW 2304	Union Official
National Conference Delegate	Serge Rhindo	PO Box 20 Granville NSW 2142	Union Official
National Conference Delegate	Sean Burke	PO Box 40 Unanderra NSW 2526	Union Official
National Conference Delegate	Vacant		
National Conference Delegate	Vacant		
National Conference Delegate	Christopher Donovan	PO Box 20 Granville NSW 2142	Union Official
National Conference Delegate	Tegan Drage	PO Box 226 Mayfield NSW 2304	Union Official
National Conference Delegate	Vacant	PO Box 226 Mayfield NSW 2304	Road Maintenance Worker
National Conference Delegate	Chris Newbold	PO Box 40 Unanderra NSW 2526	Union Official
National Conference Delegate	Brett Slavin	PO Box 226 Mayfield NSW 2304	Production Worker
<b>Victorian Branch</b>			
Branch Secretary	Ronald Hayden	685 Spencer Street West Melbourne VIC 3003	Union Official
Branch President	Blerim Lumanovski	685 Spencer Street West Melbourne VIC 3003	Unemployed
Branch Assistant Secretary	Jimmy Mastrandonakis	685 Spencer Street West Melbourne VIC 3003	Union Official
Branch Vice President (Honorary)	Megan Andrews	685 Spencer Street West Melbourne VIC 3003	Project Fire Fighter
Branch Vice President (Honorary)	Pillai Prabanjamurthi	685 Spencer Street West Melbourne VIC 3003	Union Official
Organiser and Branch Executive Member	Vacant		
Organiser and Branch Executive Member	David Swan	685 Spencer Street West Melbourne VIC 3003	Union Official
Organiser and Branch Executive Member	Vacant		
Organiser and Branch Executive Member	Patrick Wood	685 Spencer Street West Melbourne VIC 3003	Union Official
Organiser and Branch Executive Member	Steven Bonica	685 Spencer Street West Melbourne VIC 3003	Union Official
Branch Executive Committee Member	Joel Archer	685 Spencer Street West Melbourne VIC 3003	Union Official

Branch Executive Committee Member	Vacant		
Branch Executive Committee Member	Catherine Hinton	685 Spencer Street West Melbourne VIC 3003	Union Official
Branch Executive Committee Member	Aileen Brown	685 Spencer Street West Melbourne VIC 3003	Hospitality Worker
Branch Executive Committee Member	Paul Edwards	685 Spencer Street West Melbourne VIC 3003	Road Worker
Branch Executive Committee Member	Joseph Farrell	685 Spencer Street West Melbourne VIC 3003	Steel Worker
Branch Executive Committee Member	Vanessa Garbett	685 Spencer Street West Melbourne VIC 3003	OHS Worker
Branch Executive Committee Member	Scott Grimes	685 Spencer Street West Melbourne VIC 3003	Refinery Worker
Branch Executive Committee Member	Bill Hassan	685 Spencer Street West Melbourne VIC 3003	Operator
Branch Executive Committee Member	Danny Humphrey	685 Spencer Street West Melbourne VIC 3003	Trades Assistant
Branch Executive Committee Member	Selwyn Jones	685 Spencer Street West Melbourne VIC 3003	Smelter Worker
Branch Executive Committee Member	Vacant		
Branch Executive Committee Member	Patrick Reilly	685 Spencer Street West Melbourne VIC 3003	Union Official
Branch Executive Committee Member	John Keys	685 Spencer Street West Melbourne VIC 3003	Construction Worker
Branch Executive Committee Member	Vacant		
National Executive Member	Jimmy Mastrandonakis	685 Spencer Street West Melbourne VIC 3003	Union Official
National Conference Delegate	Joel Archer	685 Spencer Street West Melbourne VIC 3003	Union Official
National Conference Delegate	Jade Campbell	685 Spencer Street West Melbourne VIC 3003	Union Official
National Conference Delegate	Shane Burd	685 Spencer Street West Melbourne VIC 3003	Union Official
National Conference Delegate	Catherine Hinton	685 Spencer Street West Melbourne VIC 3003	Union Official
National Conference Delegate	Fez Riches	685 Spencer Street West Melbourne VIC 3003	Union Official
National Conference Delegate	Michael Stevenson	685 Spencer Street West Melbourne VIC 3003	Union Official
<b>Tasmanian Branch</b>			
Branch Secretary	Ian Wakefield	C/- PO Box 489 Glenorchy TAS 7010	Union Official
Branch President	Laurence Gregson	C/- PO Box 489 Glenorchy TAS 7010	Life Member
Branch Assistant Secretary	Robert Flanagan	C/- PO Box 489 Glenorchy TAS 7010	Union Official
Branch Vice President	Sharon Tuttle	C/- PO Box 489 Glenorchy TAS 7010	Process Worker
Branch Organiser, Branch Executive Committee Member	Danny Munday	C/- PO Box 489 Glenorchy TAS 7010	Union Official
Branch Executive Committee Member	Anthony Beven	C/- PO Box 489 Glenorchy TAS 7010	Union Official
Branch Executive Committee Member	Stephen Dowling	C/- PO Box 489 Glenorchy TAS 7010	Process Worker
Branch Executive Committee Member	Noel Cannan	C/- PO Box 489 Glenorchy TAS 7010	Process Worker
Branch Executive Committee Member	William (Bill) Lowe	C/- PO Box 489 Glenorchy TAS 7010	Life Member
Branch Executive Committee Member	Alanah McLean	C/- PO Box 489 Glenorchy TAS 7010	Process Worker
Branch Executive Committee Member	Robert Rootes	C/- PO Box 489 Glenorchy TAS 7010	Process Worker
National Conference Delegate	Robert Flanagan	C/- PO Box 489 Glenorchy TAS 7010	Union Official
<b>South Australian Branch</b>			
Branch Secretary	Peter Lamps	GPO Box 2577 Adelaide SA 5001	Union Official
Branch President	Michael Hopgood	GPO Box 2577 Adelaide SA 5001	Union Official
Branch Assistant Secretary	Gary Henderson	GPO Box 2577 Adelaide SA 5001	Union Official
Branch Vice President	Stacy Lopresto	GPO Box 2577 Adelaide SA 5001	Union Officer
Branch Vice President	Cleofe Vinas-Wilson	GPO Box 2577 Adelaide SA 5001	Union Officer
Organiser/Br. Executive Committee	Nathan Crack	GPO Box 2577 Adelaide SA 5001	Union Official
Organiser/Br. Executive Committee	Scott Martin	GPO Box 2577 Adelaide SA 5001	Union Official
Organiser/Br. Executive Committee	Shane Karger	GPO Box 2577 Adelaide SA 5001	Union Official
Branch Executive Committee Member	Terry Bails	GPO Box 2577 Adelaide SA 5001	Glass Worker
Branch Executive Committee Member	Ken Gregory	GPO Box 2577 Adelaide SA 5001	Council Worker
Branch Executive Committee Member	Martin Hilton	GPO Box 2577 Adelaide SA 5001	Steel Worker
Branch Executive Committee Member	Colleen Johnson	GPO Box 2577 Adelaide SA 5001	Process Worker
Branch Executive Committee Member	Grani Petagna	GPO Box 2577 Adelaide SA 5001	Smelter Worker
Branch Executive Committee Member	James Phelan	GPO Box 2577 Adelaide SA 5001	Santos Worker
Branch Executive Committee Member	Trish Stringer	GPO Box 2577 Adelaide SA 5001	Union Official
Branch Executive Committee Member	Russell Webb	GPO Box 2577 Adelaide SA 5001	ASC Worker
Branch Organiser, who is not a member of Branch Executive	Michael Hopgood	GPO Box 2577 Adelaide SA 5001	Union Official
National Conference Delegate	Terry Bails	GPO Box 2577 Adelaide SA 5001	Glass Worker
National Conference Delegate	Scott Martin	GPO Box 2577 Adelaide SA 5001	Union Official
<b>West Australian Branch</b>			
Branch Secretary	Brad Gandy	PO Box 8122 PBC Perth WA 6849	Union Official
Branch President	Andy Hacking	PO Box 8122 PBC Perth WA 6849	Union Official
Branch Assistant Secretary	Craig Beveridge	PO Box 8122 PBC Perth WA 6849	Union Official
Branch Vice President	Jake Pascoe	PO Box 8122 PBC Perth WA 6849	Operator
Branch Vice President	Denise Solly	PO Box 8122 PBC Perth WA 6849	Unemployed

Branch Executive Committee Member	Suliman Ali	PO Box 8122 PBC Perth WA 6849	Union Official
Branch Executive Committee Member	Cylynn Criddle	PO Box 8122 PBC Perth WA 6849	Process Worker
Branch Executive Committee Member	Emma Douglas	PO Box 8122 PBC Perth WA 6849	Lawyer
Branch Executive Committee Member	Andy Duffy	PO Box 8122 PBC Perth WA 6849	Union Official
Branch Executive Committee Member	Ken Hockey	PO Box 8122 PBC Perth WA 6849	Process Worker
Branch Executive Committee Member	Rick Lynn	PO Box 8122 PBC Perth WA 6849	Rick Lynn
Branch Executive Committee Member	Dan McCaig	PO Box 8122 PBC Perth WA 6849	Union Official
Branch Executive Committee Member	Craig Ramirez	PO Box 8122 PBC Perth WA 6849	Civil Construction & Maintenance Worker
Branch Executive Committee Member	Wayne White	PO Box 8122 PBC Perth WA 6849	Plant Operator
National Conference Delegate	Andy Hacking	PO Box 8122 PBC Perth WA 6849	Union Official
National Conference Delegate	Craig Beveridge	PO Box 8122 PBC Perth WA 6849	Union Official
National Conference Delegate	Sue Pethick	PO Box 8122 PBC Perth WA 6849	Union Official
<b>Alcoa Pinjarra Refinery Sub-Branch</b>			
Sub Branch President	Adam Draper	PO Box 8122 PBC Perth WA 6849	Refinery Worker
Sub Branch Secretary	Stuart Allen	PO Box 8122 PBC Perth WA 6849	Refinery Worker
Sub Branch Vice President	Bazil De Monte'	PO Box 8122 PBC Perth WA 6849	Refinery Worker
Sub Branch Vice President	Jordan Weir	PO Box 8122 PBC Perth WA 6849	Training Co-ordinator