



14 October 2024

Fred Adams
President

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

Dear Fred Adams

Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the CSR, Holcim, Wilmar & Viridian Staff Association known as Salaried Staff United (AR2024/43).

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 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
2 October 2024	n/a	Council Member	Yes



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

22 MOWBRAY TERRACE (reg. office)
EAST BRISBANE, QLD 4169

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NARANGBA, QLD 4504

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www.salariedstaffunited.com.au

02 October 2024

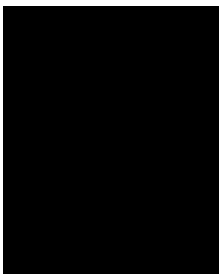
Fair Work Commission

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, Fred Adams, being the President of the CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United, 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:



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

Dated: 02 October 2024

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:

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

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
<i>13.09.2024</i>	<i>Council Member</i>	<i>Angela Newey</i>	<i>Vacant</i>		
<i>06.09.2024</i>	<i>Council Member</i>	<i>Vacant</i>	<i>Gary Joseph Bohle</i>	<i>PO Box 292 NARANGBA QLD 4504</i>	<i>Safety Advisor, Wilmar</i>

Salaried Staff United



20 May 2024

Fred Adams
President

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

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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](#)
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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 AR2024/43.

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)).

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
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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*).

Appendix A shows late notifications

A notification from your organisation indicates that changes occurred more than 35 days prior to its lodgement. Please ensure that future notifications of change are lodged within 35 days of the change occurring.

Late notifications have the potential to attract a civil penalty.

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:

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Please contact 1300 341 665 or 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
14 May 2024	n/a	Council Member Treasurer	No, 4 days



SALARIED STAFF UNITED

Helping make a better place to work

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

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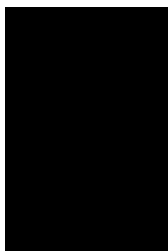
Fair Work Commission

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, Fred Adams, being the President of the CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United, 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:



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

Dated: 10 May 2024

ANNEXURE A

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Changes to Offices and Office Holders in the Organisation and its Branches:

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

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
<i>04.04.2024</i>	<i>Council Member</i>	<i>John Denyer</i>	<i>Vacant</i>	<i>PO Box 292 NARANGBA QLD 4504</i>	<i>Vacant</i>
<i>04.04.2024</i>	<i>Treasurer</i>	<i>Vacant</i>	<i>John Denyer</i>	<i>PO Box 292 NARANGBA QLD 4504</i>	<i>Transactional Accounting Services Manager, CSR Limited</i>

22 March 2024

Fred Adams

President

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

Sent via email: secretary@salariedstaffunited.com.au

cc: president@salariedstaffunited.com.au

Dear Fred Adams

The CSR, Holcim, Wilmar & Viridian Staff Association known as Salaried Staff United'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	AR2024/43
Lodgement date	29 February 2024
Review	Advanced Review
Result	FILED

Your advanced review

Your annual return had an **advanced review** which is a comprehensive review that evaluates compliance with the requirements of the RO Act.

Your annual return has been uploaded to the Commission website. I note the annual return states that no scheduled elections are due to be held in 2024, however I also note that there are several vacancies in the list of current office holders, including significant offices such as Secretary and Treasurer.

Rule 25(o) of your organisation's rules provides options for filling vacancies, and it is expected that vacancies will be either filled by a casual vacancy election or by an appointment if permitted by the rules.

If you would like to discuss your specific annual return, or other compliance obligations, consider booking an appointment with our Governance to You program.

Looking for help with compliance?

Our **'Governance to You'** program can tailor assistance to your needs. If you want to discuss any of the concerns below [click here to make arrangements](#).

The Commission's risk-based approach

The Commission takes a risk-based approach to the assessment of annual returns. Consistent with that approach, most organisations have their annual returns assessed with a 'primary review', with the remainder being assessed using an advanced review. The advanced review is a more comprehensive review. The Commission's [advanced review checklist](#) is published on our website.

This year your annual return was assessed against an advanced review.

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.

Yours sincerely

Fair Work Commission



SALARIED STAFF UNITED

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Fair Work Commission

ANNUAL RETURN OF INFORMATION (organisation with no branches) in accordance with Regulation 147 Fair Work (Registered Organisations) Regulations 2009 and Sections 230 and 233 Fair Work (Registered Organisations) Act 2009

I, Fred Adams, being the President of the CSR, Holcim, Wilmar and Viridian Staff Association known as Salaried Staff United, 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 22 Mowbray Terrace East Brisbane, QLD 4169.¹
 - The organisation has no branches and no branches have ceased or commenced in the previous 12 months.²
 - On 31 December in the previous year the number of members was 623.³
 - 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, the following elections must be held between 1 January and 31 December of THIS YEAR:⁴
 - No elections are scheduled THIS YEAR

¹ s.230(1)(d); reg.147(d)

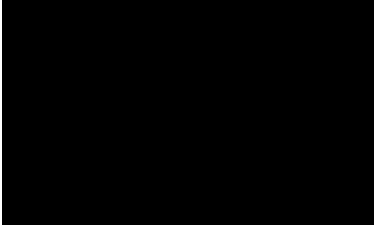
² s.230(1)(d); reg.147(a), (b), (c) & (d)

³ s.230(1)(d); reg.147(f)

⁴ s.230(1)(d); reg.147(e)

- The organisation:
 - Has not entered into an agreement under s.151(1) of the Act with a state union.

Signed:



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

Dated: 29 February 2024

*[PLEASE NOTE: This declaration must be lodged with the Registered Organisations Commission by 31 March. It can be submitted to regorgs@roc.gov.au. If at any time in the year this information changes a Notification of Changes must be lodged with the ROC within **35 days** of the change⁵.]*

⁵ s.233(2); reg. 151

ANNEXURE A

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

- Offices and Office Holders in the Organisation:

Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
<i>Secretary</i>	<i>Vacant</i>	<i>Vacant</i>	<i>Vacant</i>
<i>President</i>	<i>Fred ADAMS</i>	<i>C/- CSR, Holcim, Wilmar and Viridian Staff Association Known as Salaried Staff PO Box 292 NARANGBA QLD 4504</i>	<i>General Manager Aggregates NSW / ACT Holcim Australia</i>
<i>Treasurer</i>	<i>Vacant</i>	<i>Vacant</i>	
<i>Vice President</i>	<i>Max PRIEBE</i>	<i>C/- CSR, Holcim, Wilmar and Viridian Staff Association Known as Salaried Staff PO Box 292 NARANGBA QLD 4504</i>	<i>Operations Manager, Humes</i>
<i>Council Member</i>	<i>John DENYER</i>	<i>As above</i>	<i>Transactional Accounting Services Manager, CSR Limited</i>
<i>Council Member</i>	<i>Trent VERNON</i>	<i>As above</i>	<i>Senior Logistics Officer Place Creek Mill, Wilmar</i>
<i>Council Member</i>	<i>Wayne GONSALVES</i>	<i>As above</i>	<i>Production Supervisor, Humes</i>
<i>Council Member</i>	<i>Kyle HOULDEN</i>	<i>As above</i>	<i>Production Manager, Humes</i>
<i>Council Member</i>	<i>Angela NEWAY</i>	<i>As above</i>	<i>Admin Co-ordinator Ops & Logistics – Monier Roofing, CSR Limited</i>