



25 November 2024

Bradley Hayes
Federal Secretary
Independent Education Union of Australia
Sent via email: ieu@ieu.org.au

cc: QLD/NT- enquiries@ieuqnt.org.au

Dear Bradley Hayes

Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Independent Education Union of Australia (AR2024/59).

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
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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

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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](#).

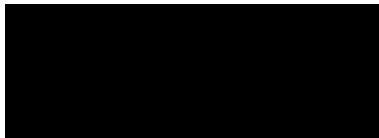
Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
19/11/2024	QLD/NT	General Member	Yes

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*

I, Terence P Burke, being the Branch Secretary of the Independent Education Union of Australia – Queensland and Northern Territory Branch, 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:



**TERENCE P BURKE
BRANCH SECRETARY
INDEPENDENT EDUCATION UNION OF AUSTRALIA – QUEENSLAND
AND NORTHERN TERRITORY BRANCH**

Dated: 19/11/2024

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

- ANNEXURE A

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-NT	12/11/2024	General Member	Pi Lee			



4 November 2024

Bradley Hayes
Federal Secretary
Independent Education Union of Australia
Sent via email: ieu@ieu.org.au

cc: QLD and NT Branch enquiries@ieuqnt.org.au

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Yours sincerely

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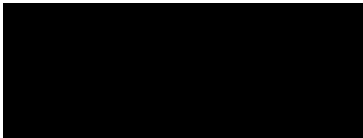
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**TERENCE P BURKE
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Dated: 25/10/2024

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QLD-NT	13/10/2024	General Member		Kieran Curnow	PO BOX 418, Fortitude Valley QLD 4006	Union official
						Union official
						Union official



9 October 2024

Bradley Hayes
Federal Secretary
Independent Education Union of Australia
Sent via email: ieu@ieu.org.au

cc: NSW/ACT- industrial@ieu.asn.au

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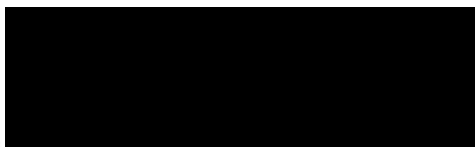
Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
19/09/2024	NSW/ACT	Branch Council Delegate (9)	Yes

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, Carol Matthews, being the Secretary of the Independent Education Union of Australia, NSW/ACT Branch, 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. Please note there are no outgoing office holders as this was an insufficient nominations election, refer to the notification of changes lodged dated 24 July 2024.

Signed:



Dated:

19/9/24.

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

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NSW/ACT	3.9.24	NSW/ACT Branch – Branch Council Delegate (Central West)		NUNN, Peter	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	3.9.24	NSW/ACT Branch – Branch Council Delegate (Central West)		MILGATE, Maureen	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	3.9.24	NSW/ACT Branch – Branch Council Delegate (Lansdowne)		HOLMES, Connie	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	3.9.24	NSW/ACT Branch – Branch Council Delegate (Lansdowne)		HERNANDEZ, Paula	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	3.9.24	NSW/ACT Branch – Branch Council Delegate (Lansdowne)		BOCHNO, Michelle	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	3.9.24	NSW/ACT Branch – Branch Council Delegate (North West)		VELLA, Harry	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT	3.9.24	NSW/ACT Branch – Branch Council Delegate (North West)		DRAPER, Sharon	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	3.9.24	NSW/ACT Branch – Branch Council Delegate (South Coast)		GLASE, Louise	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	3.9.24	NSW/ACT Branch – Branch Council Delegate (South Coast)		YOUNG, Lachlan	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher



9 September 2024

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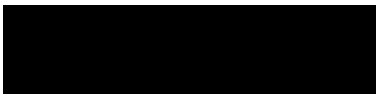
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26/08/2024	NSW/ACT	President, Deputy President, General Executive (2)	Yes

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Dated:

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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:



**TERENCE P BURKE
BRANCH SECRETARY
INDEPENDENT EDUCATION UNION OF AUSTRALIA – QUEENSLAND
AND NORTHERN TERRITORY BRANCH**

Dated: 26/07/2024

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

- ANNEXURE A

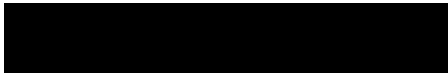
Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
QLD-NT	19/07/2024	General Member	Paul Giles	Nicholas Sahlqvist	PO BOX 418, Fortitude Valley QLD 4006	Union official
QLD-NT	19/07/2024	Assistant Secretary/ Treasurer	Paul Giles	Rebecca Sisson	PO BOX 418, Fortitude Valley QLD 4006	Union official
QLD-NT	19/07/2024	Assistant Secretary	Rebecca Sisson	Nicholas Sahlqvist	PO BOX 418, Fortitude Valley QLD 4006	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, Carol Matthews, being the Secretary of the Independent Education Union of Australia, NSW/ACT Branch, 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:



Dated:

24/17/24.

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

ANNEXURE A

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/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Central Metropolitan Sub-Branch)		DOWNS, Anthony Leon	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Support
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Central Metropolitan Sub-Branch)		GIBBONS, Anthony Michael	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Central Metropolitan Sub-Branch)		MELLA, Michelle	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Cumberland)		GOLDFINCH, William	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Cumberland)		PALUZZANO, Robert	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Cumberland)		PALUZZANO, Karyn Lesley	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Ku-Ring-Gai)		SMITH, Courtney	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Metropolitan East)		MUSCAT, Jennifer	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Metropolitan East)		OSBORNE, Gary	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Mid North Coast)		RENNES, William	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Mid North Coast)		ROBINSON, Leon Terry	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (North Coast)		PEARSON, James Antrum	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Northern Beaches)		BARRELL, Sukli	C/O Independent Education Union of Australia, NSW/ACT Branch	Teacher

					GPO Box 116 SYDNEY NSW 2001	
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Northern Suburbs)		FRAIN, Sandra	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Penrith/Blue Mountains)		EL-HUSSEINI, Amr	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Penrith/Blue Mountains)		SHEEHY, Raquel	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Penrith/Blue Mountains)		THOMAS, Anil Maiyekkal	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	16.7.24	NSW/ACT Branch – Branch Council Delegate (Southern Suburbs)		JONES, Stuart Alan	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher



15 July 2024

Bradley Hayes
Federal Secretary
Independent Education Union of Australia
Sent via email: ieu@ieu.org.au

cc: NSW/ACT-industrial@ieu.asn.au

Dear Bradley Hayes

Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Independent Education Union of Australia (AR2024/59).

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.

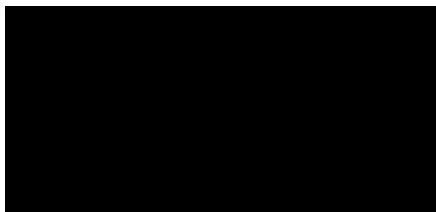
The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
03/07/2024	NSW/ACT	Delegate to Federal Council	Yes
09/07/2024	NSW/ACT	Delegate to Federal Council	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, David Towson, being the Acting Secretary of the Independent Education Union of Australia, NSW/ACT Branch, 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:

8 JULY 2024

Dated:

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

ANNEXURE A

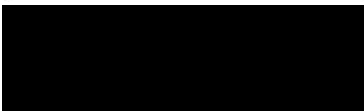
Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
NSW/ACT	5.7.24	Delegate to Federal Council		GARDINER, Sarah	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher

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, Carol Matthews, being the Secretary of the Independent Education Union of Australia, NSW/ACT Branch, declare the following:

1. I am authorised to make this declaration.
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Signed:

A black rectangular box redacting the signature of Carol Matthews.

Dated:

3 / 7 / 24

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ANNEXURE A

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/ACT	27.6.24	<i>Delegate to Federal Council</i>	RUELLO, Tina	Vacant		Teacher



19 June 2024

Bradley Hayes
Federal Secretary
Independent Education Union of Australia
Sent via email: ieu@ieu.org.au

cc: NSW/ACT-industrial@ieu.asn.au

Dear Bradley Hayes

Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Independent Education Union of Australia (AR2024/59).

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

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Officer financial training audit

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Disclosure obligations: what officers must do

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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

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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.

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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.

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](#).

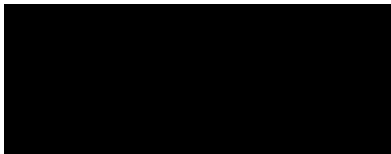
Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
12/06/2024	NSW/ACT	Branch Council Delegate (4)	Yes
17/06/2024	NSW/ACT	President	Yes

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, Carol Matthews, being the Secretary of the Independent Education Union of Australia, NSW/ACT Branch, 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*:
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Signed:

A solid black rectangular box redacting the signature of Carol Matthews.

Dated:

17/6/24

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

ANNEXURE A

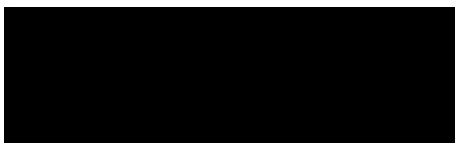
Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New Office</u> Holder	Postal Address of <u>New Office</u> Holder	Occupation of <u>New Office</u> Holder
NSW/ACT	16.6.24	President	RUELLO, Tina	Vacant		Teacher

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:



Dated:

12/6/24

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NSW/ACT	6.6.24	NSW/ACT Branch – Branch Council Delegate (Hunter Valley)	COOPER, Vincent	DUNCAN, Craig	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	6.6.24	NSW/ACT Branch – Branch Council Delegate (Hunter Valley)	JIRMAN, PHILIP	JONES, Amy	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	6.6.24	NSW/ACT Branch – Branch Council Delegate (Hunter Valley)	COFFEY, Sidonie	WARREN, Riley	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	6.6.24	NSW/ACT Branch – Branch Council Delegate (Riverina)	DUMBLETON, Esther	SCOTT, Terri-Anne	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher



28 May 2024

Bradley Hayes
Federal Secretary
Independent Education Union of Australia
Sent via email: ieu@ieu.org.au

cc: NSW/ACT Branch industrial@ieu.asn.au

Dear Bradley Hayes

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Time frames for notifications of change

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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](#).

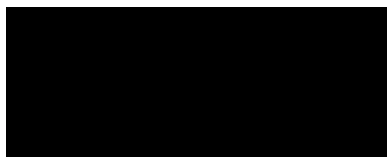
Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
22 May 2024	NSW/ACT Branch	Branch Council Delegate (34)	Yes

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:



Dated:

22/5/24.

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ANNEXURE A

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/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Central Coast)	WILMOTT, Luke Xavier	WARDEN, Kim-Maree	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Central Coast)	FOWLES, Grace Lucille	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Central Metropolitan)	MAXWORTHY, Raelene	ZHANH, Dylan Yujian	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Central West)	NUNN, Peter	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Central West)	HAYWARD, Geoffrey	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Cumberland)	PALUZZANO, Karyn Lesley	Vacancy		

NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Cumberland)	PALUZZANO, Robert	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Cumberland)	LEON DOWNS, Anthony	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Cumberland)	GOLDFINCH, Bill	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Ku-Ring-Gai)	SANDERSON, Matthew	FOWLES, Grace	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Lansdowne)	FAZIO, Taran	ELALI, Mohamad	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Lansdowne)	GAWIDZIEL, Steven	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Lansdowne)	ROONEY, James	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Lansdowne)	SCICLUNA, Adam	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Metropolitan East)	MUSCAT, Jenny	ARMSTRONG, Louise	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Metropolitan East)	OSBORNE, Gary	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Mid North Coast)	MUSCHAL, Markus	BANCROFT, Tracy	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Support Staff
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Mid North Coast)	BENNETT, Brett	MCKECHNIE, Vickye	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Support Staff
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Mid North Coast)	RYAN, Terrienne	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Monaro)	LEHMENSICH, Eugene	BETTS, Jacob	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Monaro)	DANE, Andrew	MACDONALD, Kate	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (North Coast)	GRANT, Stewart	SMITH, Simon	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (North Coast)	CAHILL, Belinda	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (North West)	BOYD, Teresa	Vacancy		

NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (North West)	MILLER, Judy	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Penrith / Blue Mountains)	HEGGART, Elizabeth	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Penrith / Blue Mountains)	O'DONNELL, Margaret	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Penrith / Blue Mountains)	CARROLL, Celia	Vacancy		
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Principal)	VACANCY	CRAWFORD, David	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Principal
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Principal)	VACANCY	JOHN, David	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Principal
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (South Coast)	VACANCY	COLLINS, Carolyn	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Support Staff
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (South East)	WORTHY, Beth	RYAN, Terrienne	C/O Independent Education Union of Australia, NSW/ACT Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Southern Suburbs)	JONES, Stuart Alan	Vacancy		

NSW/ACT	9.5.24	NSW/ACT Branch – Branch Council Delegate (Southern Suburbs)	KERMODE, Amy	Vacancy		
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14 May 2024

Bradley Hayes
Federal Secretary
Independent Education Union of Australia
Sent via email: ieu@ieu.org.au

cc: QLD-NT Branch enquiries@ieuqnt.org.au

Dear Bradley Hayes

Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Independent Education Union of Australia (AR2024/59).

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.

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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

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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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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
10 May 2024	QLD-NT Branch	Mackay Area Council Representative	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, Terence P Burke, being the Branch Secretary of the Independent Education Union of Australia – Queensland and Northern Territory Branch, 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:



**TERENCE P BURKE
BRANCH SECRETARY
INDEPENDENT EDUCATION UNION OF AUSTRALIA – QUEENSLAND
AND NORTHERN TERRITORY BRANCH**

Dated: 10/05/2024

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

- ANNEXURE A

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-NT	09/05/2024	Mackay Area Council Representative	Anne-Marie Russell-Pace			



1 May 2024

Bradley Hayes
Federal Secretary
Independent Education Union of Australia
Sent via email: ieu@ieu.org.au

cc: NSW/ACT Branch industrial@ieu.asn.au

Dear Bradley Hayes

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We acknowledge receipt of a Notification of Change to the office holders of the Independent Education Union of Australia (AR2024/59).

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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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*).

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eLearning module – notifications of change

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Yours sincerely

Fair Work Commission

Appendix A

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

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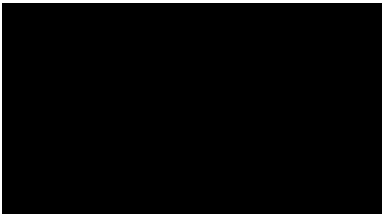
Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
30 April 2024	NSW/ACT Branch	Delegate to Federal Council	Yes

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, David Towsen, being the Acting Secretary of the Independent Education Union of Australia, NSW/ACT Branch, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of a change 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:



Dated:

30/4/24

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

ANNEXURE A

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/ACT	5.4.24	<i>Delegate to Federal Council</i>		<i>CATON, Lyn</i>	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Assistant Secretary

From: Joanna Kotsakis <joanna@ieu.asn.au>
Sent: Tuesday, 25 June 2024 3:09 PM
To: Registered Orgs
Subject: Amendment to the Change of Records of the Independent Education Union of Australia, NSW/ACT Branch

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Sir/Madam

On the 10 April 2024, the Independent Education Union of Australia, NSW/ACT Branch notified the Fair Work Commission that the Deputy Branch President position had been filled by Glenn Lowe on 4 April 2024. This followed a discussion at our Executive meeting on the 4 April 2024 about the Deputy Branch President vacancy.

However, the Executive are unable to fill the position given the provisions of Branch Rule 11. 1 (a) set out below.

11 – CASUAL VACANCY

*11.1
In the event of such office becoming vacant where the unexpired term of office is three-quarters of the term of office or less the vacancy shall be filled within three months as follows:*

(a) if the office of a member of the Branch Executive becomes vacant, then the position shall be filled by such member of Council as Council may determine, except that in the case of the positions of Secretary, Deputy Secretary and Assistant Secretary such position shall be filled as Council may determine;

The Union will fill the casual vacancy in accordance with Rule 11 at our next scheduled Council meeting in August 2024. Unfortunately, we overlooked placing this item on the agenda of our June Council meeting.

Please therefore disregard the notification lodged on the 10 April 2024. Please advise if any further documentation is required.

Regards

Joanna Kotsakis
Administration Manager

Monday - Thursday



The Briscoe Building, 485 – 501 Wattle Street, Ultimo NSW 2007
P 02 8202 8900 | www.ieu.asn.au



15 April 2024

Bradley Hayes
Federal Secretary
Independent Education Union of Australia
Sent via email: ieu@ieu.org.au

cc: NSW/ACT- industrial@ieu.asn.au

Dear Bradley Hayes

Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Independent Education Union of Australia (AR2024/59).

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](#)
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Good governance processes around financial training are highly recommended. These include:

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

Time frames for notifications of change

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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

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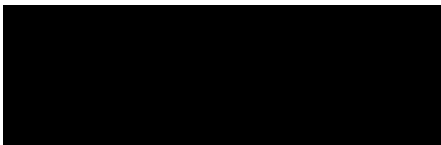
Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
27/03/2024	NSW/ACT	Delegate to Federal Council, General Executive (5), Assistant Secretary, Vice President (2)	Yes
11/04/2024	NSW/ACT	Deputy Branch President	Yes

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, Carol Matthews, being the Secretary of the Independent Education Union of Australia, NSW/ACT Branch, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of a change 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:



Dated:

10/4/24

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

ANNEXURE A

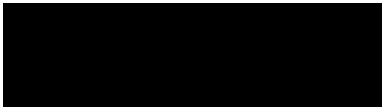
Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New Office</u> Holder	Postal Address of <u>New Office</u> Holder	Occupation of <u>New Office</u> Holder
NSW/ACT	4.4.24	<i>Deputy Branch President</i>		LOWE, Glenn	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

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:



Dated:

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ANNEXURE A

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NSW/ACT	7.3.24	Delegate to Federal Council	GRIFFITHS, William			
NSW/ACT	23.3.24	General Executive	GOSS, Simon			
NSW/ACT	23.3.24	General Executive (Vacant after elected Vice President – Systemic)	HEGGART, Elizabeth			
NSW/ACT	23.3.24	Assistant secretary		HIOE, Amanda	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Industrial Officer
NSW/ACT	23.3.24	Vice-President (Systemic)		HEGGART, Elizabeth	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	23.3.24	Vice – President (ACT)		DANE, Andrew	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT	23.3.24	General Executive		KERMODE, Amy	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	23.3.24	General Executive		MUSCHAL, Markus	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	23.3.24	General Executive		MAXWORTHY, Raelene	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	29.2.24	NSW/ACT Branch – Branch Council Delegate (Monaro)		THOMPSON, Alex	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	29.2.24	NSW/ACT Branch – Branch Council Delegate (Monaro)		CATON, David	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	29.2.24	NSW/ACT Branch – Branch Council Delegate (Lansdowne)		KOZAK, Janina	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT	1.3.24	Branch Council Delegate (South East)		SWADLING, Linda	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher



25 March 2024

Terence Burke
Branch Secretary
Independent Education Union of Australia
Sent via email: enquiries@ieuqnt.org.au

Dear Terence Burke

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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.

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
20 March 2024	Queensland and Northern Territory Branch	Branch Executive Members and Area Councillors	Yes



25 March 2024

Bradley Hayes
Federal Secretary
Independent Education Union of Australia
Sent via email: ieu@ieu.org.au

Dear Bradley Hayes

The Independent Education Union of Australia'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	AR2024/59
Lodgement date	4 and 22 March 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 satisfied the requirements of the advanced review and has been uploaded to the Fair Work Commission (the Commission) website.

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

Independent Education Union

Unit 11 & 12
3 - 5 Phipps Close
DEAKIN ACT 2600

PO Box 177
DEAKIN WEST ACT 2600



Telephone: [REDACTED]

Email: ieu@ieu.au

Website: <http://www.ieu.org.au>

Friday, 22 March 2024

Registered Organisations
Fair Work Commission

By email: regorgs@fwc.gov.au

RE: IEUA Annual Return AR2024/59

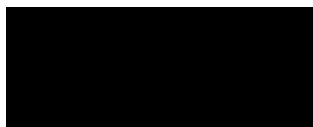
Please find attached the IEUA's annual return in accordance with section 233(1) of the *Fair Work (Registered Organisations) Act 2009*.

The information required in relation to our IEUA Branches is attached.

The return is set out as follows:

Section 1	IEUA
Section 2	IEUA NSW/ACT Branch
Section 3	IEUA Victorian & Tasmanian Branch
Section 4	IEUA Queensland & Northern Territory Branch
Section 5	IEU (South Australia) Branch
Section 6	IEUA WA Branch

Regards



BRAD HAYES
FEDERAL SECRETARY

Section 1

IEUA

**DECLARATION
INDEPENDENT EDUCATION UNION OF AUSTRALIA
ANNUAL RETURN OF INFORMATION FOR 2023**

I, BRADLEY RAMSAY HAYES, of Unit 11 & Unit 12, 3-5 Phipps Close, Deakin, ACT, Federal Secretary of the Independent Education Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. A register of members was, during the year 2023 kept and maintained by the registered Branch offices of the Independent Education Union of Australia, as required by subsections 230(1)(a) and (2) of the *Fair Work (Registered Organisations) Act 2009 (the Act)*.
3. The copy of records contained in this return is a correct statement of the information contained in those records in accordance with s.230(1)(b), (c) and (d) of the Act.
4. A list of office holders (including their postal addresses and occupations) is attached at Schedule 2.
5. A list of branches and their addresses is attached at Schedule 3.
6. The address of the organisation is as follows:

<u>Registered Office</u>	<u>Postal Address</u>
Unit 11 and Unit 12	P.O. Box 177
3-5 Phipps Close	Deakin West ACT 2600
Deakin ACT 2600	
Telephone: [REDACTED]	
Email: ieu@ieu.au	
Website: www.ieu.org.au	
7. I advise that a record of the elections that must under the rules of the organisation be held in 2024 is attached at Schedule 4.
8. A list of the offices and the names, postal addresses and occupations of persons holding those offices of the organisation as at the date of this declaration is attached at Schedule 1 and Schedule 2 and forms part of this declaration.
9. During the previous 12 months no new Branches were created and no Branches ceased operation.
10. The total number of members of the IEUA as of 31 December 2023 as advised by Branches 73,541.
11. The organisation has not entered into an agreement under s.151(1) of the Act with a state union.

AND I make this declaration conscientiously believing the same to be true.

BRADLEY RAMSAY HAYES
FEDERAL SECRETARY

Signed on Monday, 4 March 2024

SCHEDULE 1

LIST OF OFFICES FOR 2024

In terms of the definitions outlined in subsection 233(1)(b) the offices of the Independent Education Union of Australia for 2024 are as follows:

Federal Council

- Federal Secretary
- Assistant Federal Secretary – 2 positions
- President
- 43 ordinary delegates

Federal Executive

- Federal Secretary
- Assistant Federal Secretary – 2 positions
- President
- 5 ordinary delegates

Senior Officers

- President
- Deputy President
- Vice-Presidents – two positions
- Federal Secretary
- Assistant Federal Secretary – two positions

SCHEDULE 2

IEUA FEDERAL COUNCIL

Name of Office	Office Holder	Office Holder Address	Office Holder Occupation
Federal Secretary <i>1 January 2023 to 27 March 2023</i>	Christine Cooper	IEUA, Unit 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Federal Secretary <i>27 March 2023 to current</i>	Bradley Hayes	IEUA, Unit 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official

Name of Office	Office Holder	Office Holder Address	Office Holder Occupation
Federal President <i>1 January 2023 to 27 March 2023</i>	Debra James	IEU VICTAS, 120 Clarendon Street Southbank VIC 3006	Union Official
Federal President <i>27 March 2023 to current</i>	Carol Matthews	IEU NSWACT, 485 Wattle Street Ultimo NSW 2007	Union Official

Name of Office	Office Holder	Office Holder Address	Office Holder Occupation
Federal Assistant Secretary <i>1 January 2023 to 27 March 2023</i>	Bradley Hayes	IEUA, Unit 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Federal Assistant Secretary <i>27 March 2023 to current</i>	Veronica Yewdall	IEUA, Unit 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Federal Assistant Secretary <i>1 January 2023 to current</i>	Anthony Odgers	IEUA, Unit 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official

Independent Education Union of Australia NSW/ACT Branch
Federal Council Delegates

Name of Office	Office Holder	Office Holder Postal Address	Office Holder Occupation
Delegate / Branch Secretary	Carol Matthews	C/- IEU NSW/ACT Branch 485-501 Wattle St Ultimo NSW 2007	Union Official
Delegate	Tina Ruello	As above	Teacher
Delegate	Mark Northam	As above	Teacher
Delegate	Therese Fitzgibbon	As above	Union Officer
Delegate	Christine Wilkinson	As above	Teacher
Delegate	Susanne Penson	As above	Teacher
Delegate	Carolyn Moore	As above	Union Officer
Delegate	Denise McHugh	As above	Teacher
Delegate	Lubna Haddad	As above	Union Officer
Delegate	Patrick Devery	As above	Union Officer
Delegate	William Griffiths	As above	Union Officer
Delegate	Peter Criticos	As above	Union Officer
Delegate	Veronica Yewdall	As above	Union Officer
Delegate	Elizabeth Heggart	As above	Teacher
Delegate	David Towson	As above	Union Officer
Delegate	Vincent Cooper	As above	Aboriginal Education Worker

Independent Education Union of Australia Victoria Tasmania Branch
Federal Council Delegates

Name of Office	Office Holder	Office Holder Postal Address	Office Holder Occupation
Delegate	Alexandra Abela	c/- IEU Victoria Tasmania PO Box 1320 South Melbourne Vic 3205	Teacher
Delegate / Branch Secretary	David Brear	As above	Union Official
Delegate	Kylie Busk	As above	Union Official
Delegate	Marit Clayton	As above	Union Organiser
Delegate	Teresa Huddy	As above	Teacher
Delegate	Jessica Mekhael	As above	Industrial Officer
Delegate	Cara Maxworthy	As above	Union Organiser
Delegate	Kim Merhulik	As above	Teacher
Delegate	Simon Schmidt	As above	Union Organiser
Delegate	Jeremy Oliver	As above	Union Organiser
Delegate	Andrew Wood	As above	Union Organiser

Independent Education Union of Australia QLD and Northern Territory Branch
 Federal Council Delegates

Name of Office	Office Holder	Office Holder Postal Address	Office Holder Occupation
Delegate / Branch Secretary	Terry Burke	C/- IEU QLD and NT, 346 Turbot Street Spring Hill QLD 4000	Union Official
Delegate	Aleisha Connellan	As above	Teacher
Delegate	Nicole Kapernick	As above	Union Official
Delegate	Paul Giles	As above	Union Official
Delegate	Rebecca Sisson	As above	Union Official
Delegate	Annette Gregory	As above	School Officer
Delegate	Alexandra Patten	As above	Teacher
Delegate	Cameron Love	As above	Teacher
Delegate	Bradley Hayes	As above	Union Official

Independent Education Union of Australia South Australian Branch
Federal Council Delegates

Name of Office	Office Holder	Office Holder Postal Address	Office Holder Occupation
Delegate / Branch Secretary	Tim Oosterbaan	C/- IEU SA Branch 213-215 Currie St Adelaide SA 5000	Union Official
Delegate	Wendy Evans	As above	Union Official
Delegate	Britta Jureckson	As above	Teacher

Independent Education Union of Australia Western Australian Branch
Federal Council Delegates

Name of Office	Office Holder	Office Holder Postal Address	Office Holder Occupation
Delegate / Branch Secretary	Rebecca Collopy	C/- IEU WA Branch PO Box 739 Belmont WA 6984	Union Official
Delegate	Bruce Martin	As above	Teacher
Delegate	Lucy Reeves	As above	Teacher

IEU FEDERAL EXECUTIVE

Name of Office	Office Holder	Office Holder Postal Address	Office Holder Occupation
Federal Secretary <i>(Ceased 27 March 2023)</i>	Christine Cooper	Independent Education Union of Australia Union 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Federal Secretary <i>(From 27 March 2023 to current)</i>	Bradley Hayes	Independent Education Union of Australia Union 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Assistant Federal Secretary <i>(Ceased 27 March 2023)</i>	Bradley Hayes	Independent Education Union of Australia Union 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Assistant Federal Secretary <i>(From 27 March 2023 to current)</i>	Veronica Yewdall	Independent Education Union of Australia Union 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Assistant Federal Secretary	Anthony Odgers	Independent Education Union of Australia Union 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Federal President <i>(Ceased 27 March 2023)</i>	Debra James	Independent Education Union VIC TAS Branch 120 Clarendon Street South Melbourne VIC 3205	Union Official
Federal President <i>(From 27 March 2023 to current)</i>	Carol Matthews	Independent Education Union of Australia NSW/ACT Branch 485-501 Wattle St Ultimo NSW 2007	Union Official
NSW ACT Delegate <i>(Ceased 28 October 2023)</i>	Mark Northam	Independent Education Union of Australia NSW/ACT Branch 485-501 Wattle St Ultimo NSW 2007	Union Official

NSW ACT Alternate Delegate <i>(Ceased 27 March 2023)</i>	Carol Matthews	Independent Education Union of Australia NSW/ACT Branch 485-501 Wattle St Ultimo NSW 2007	Union Official
NSWACT Alternative Delegate <i>(From 28 October 2023 to current)</i>	Dave Towson	Independent Education Union of Australia NSW/ACT Branch 485-501 Wattle St Ultimo NSW 2007	Union Official
QLD NT Delegate	Terence Burke	Independent Education Union of Australia QLD/NT Branch 346 Turbot Street Spring Hill QLD 4000	Union Official
QLD Alternate Delegate	Paul Giles	Independent Education Union of Australia QLD/NT Branch 346 Turbot Street Spring Hill QLD 4000	Union Official
VICTAS Delegate	David Brear	Independent Education Union VICT TAS Branch 120 Clarendon Street South Melbourne VIC 3205	Union Official
SA Delegate	Tim Oosterbaan	Independent Education Union (SA) Branch 213-215 Currie Street Adelaide SA 5000	Union Official
SA Alternate Delegate	Wendy Evans	Independent Education Union (SA) Branch 213-215 Currie Street Adelaide SA 5000	Union Official
WA Delegate	Rebecca Collopy	Independent Education Union of Australia WA Branch Suite 20, 63 Knutsford Ave Rivervale WA 6103	Union Official

**LIST OF FEDERAL OFFICE HOLDERS
INCLUDING POSTAL ADDRESSES AND OCCUPATION FOR 2023**

OFFICE	OFFICE HOLDER	POSTAL ADDRESS	OCCUPATION
President <i>(Ceased 27 March 2023)</i>	Debra James	Independent Education Union of Australia VICTAS Branch 120 Clarendon Street Southbank VIC 3006	Union Official
President <i>(From 27 March 2023 to current)</i>	Carol Matthews	Independent Education Union of Australia NSWACT Branch 485 Wattle Street Ultimo NSW 2007	Union Official
Deputy President	Terry Burke	Independent Education Union of Australia QLDNT Branch 346 Turbot Street Spring Hill QLD 4000	Union Official
Vice President <i>(Ceased 27 March 2023)</i>	Mark Northam	Independent Education Union of Australia NSWACT Branch 485 Wattle Street Ultimo NSW 2007	Union Official
Vice President <i>(From 27 March 2023 to current)</i>	David Brear	Independent Education Union of Australia VICTAS Branch 120 Clarendon Street Southbank VIC 3006	Union Official
Vice President <i>(From 27 March 2023 to current)</i>	Rebecca Collopy	Independent Education Union of Australia WA Branch Suite 20/63 Knutsford Ave, Rivervale WA 6103	Union Official
Federal Secretary <i>(Ceased 27 March 2023)</i>	Christine Cooper	Independent Education Union of Australia Unit 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Federal Secretary <i>(From 27 March 2023 to current)</i>	Bradley Hayes	Independent Education Union of Australia Unit 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official

Assistant Federal Secretary <i>(Ceased 27 March 2023)</i>	Bradley Hayes	Independent Education Union of Australia Unit 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Assistant Federal Secretary <i>(From 27 March 2023 to current)</i>	Veronica Yewdall	Independent Education Union of Australia Unit 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official
Assistant Federal Secretary	Anthony Odgers	Independent Education Union of Australia Unit 11/12, 3-5 Phipps Close Deakin ACT 2600	Union Official

SCHEDULE 3

ADDRESSES OF OFFICES OF BRANCHES OF ORGANISATION

Independent Education Union of Australia NSW/ACT Branch

485-501 Wattle St GPO Box 116 Telephone: 02 8202 8900
Ultimo NSW 2007 Sydney NSW 2001 Facsimile: 02 9211 1455

Independent Education Union of Australia Queensland and Northern Territory Branch

346 Turbot Street PO Box 418 Telephone: 07 3839 7020
Brisbane QLD 4004 Fortitude Valley QLD 4006 Facsimile: 07 3839 7021

Independent Education Union Victoria Tasmania Branch

120 Clarendon Street PO Box 1320 Telephone: 03 9254 1860
Southbank VIC 3006 South Melbourne VIC 3205 Facsimile: 03 9254 1865

Independent Education Union (South Australia) Branch

213-315 Currie Street Telephone: 08 8410 0122
Adelaide SA 5000 Facsimile: 08 8410 0282

Independent Education Union of Australia WA Branch

Suite 20/63 Knutsford Ave PO Box 739 Telephone: 08 9373 1000
Rivervale WA 6103 Belmont WA 6984 Facsimile: 08 9277 2634

SCHEDULE 4

RECORD OF EACH ELECTION THAT MUST BE HELD DURING THE YEAR [s233 1(b)]

The following elections for office that must be held in 2024 are as follows:

1. IEUA NSW/ACT Branch

Under the rules of the organisation, elections will be held between 1 January 2024 and 31 December 2024 for the positions of Delegates to Council.

2. IEUA Victoria Tasmania Branch

Under the rules of the organization there are no elections scheduled in 2024 (this does not include casual vacancy elections).

3. IEUA Queensland and Northern Territory Branch

The current term of office for members of the Branch Executive concludes at noon on 8 June 2025.

The vacancies from the 2022 Insufficient Nomination Election- namely, one (1) member of the Branch Executive Queensland Division - would be subject to the election process in 2024.

4. IEUA South Australia Branch

Under the rules of the organisation, there are no scheduled elections for the 2024 calendar year.

5. IEUA Western Australia Branch

There are no elections scheduled this year (this does not include casual vacancy elections).

6. IEUA Federal Officers

Under Rule 18(a) of the organization, there are no elections scheduled for the 2024 calendar year.

Section 2

IEUA NSW/ACT BRANCH

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, Carol Matthews, being the Secretary of the Independent Education Union of Australia, NSW/ACT Branch, 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 section 230(1)(a) and section 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 section 230(1)(b), (c), and (d) of the Act:
 - The address of the organisation is
The Briscoe Building
485-501 Wattle Street
ULTIMO NSW 2007.¹
 - The organisation has no branches that have ceased or commenced in the previous 12 months.²
 - On 31 December in the previous year the number of members was **30,026**.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 election must be held between 1 January and 31 December 2024.⁴ - Delegates to Council

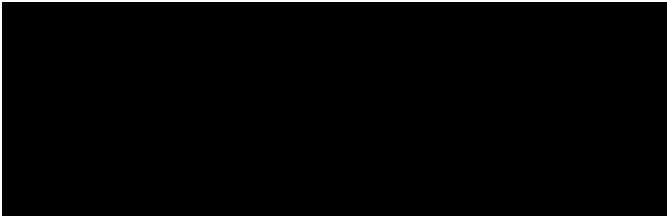
¹ Section 230(1)(d); reg. 147(d)

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

³ Section 230(1)(d); reg. 147(f)

⁴ Section 230(1)(d); reg. 147(e)

Signed:



Dated: 22 March 2024

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

⁵ Section 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 [insert as many pages as required]:

Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
Branch Secretary	MATTHEWS, Carol Lee	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Branch Deputy Secretary	TOWSON, David Gerard	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Branch Assistant Secretary	CATON, Lynette	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Branch Assistant Secretary	VACANT		

President	Tina Ruello	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
Vice-President (Non-Systemic)	Helen Templeton	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
Vice-President (Systemic)	VACANT		
Vice – President (Early Childhood Services)	Michelle Thompson	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Early Childhood Teacher
Vice – President (Support Staff)	Kylie Martinez	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	School Support Staff
Vice – President (ACT)	VACANT		
Financial Officer	Denise McHugh	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

Financial Officer	Susanne Penson	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
General Executive	Anna Luedi	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
General Executive	Peter Moore	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
General Executive	VACANT		
General Executive	Elizabeth Heggart	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
General Executive	Sarah Gardiner	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
General Executive	Christine Wilkinson	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

General Executive	Nicole Downey	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Support Staff
General Executive	Glenn Lowe	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
General Executive	Simon Goss	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
General Executive	Amanda wood	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
Delegate to Federal Council	Tina Ruello	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
Delegate to Federal Council	Therese Fitzgibbon	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Delegate to Federal Council	Carol Lee Matthews	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer

Delegate to Federal Council	Mark Edward Northam	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Delegate to Federal Council	Christine Wilkinson	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
Delegate to Federal Council	Susanne Penson	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
Delegate to Federal Council	Denise McHugh	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
Delegate to Federal Council	Carolyn Moore	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Delegate to Federal Council	Lubna Haddad	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Delegate to Federal Council	Patrick Devery	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer

Delegate to Federal Council	William Griffiths	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Delegate to Federal Council	Peter Criticos	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Delegate to Federal Council	Veronica Yewdall	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Delegate to Federal Council	Elizabeth Heggart	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
Delegate to Federal Council	David Towson	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
Delegate to Federal Council	Vincent Cooper	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Aboriginal Education Worker
Deputy Branch President	VACANT		

Alternate Delegate to Federal Executive	Carol Lee Matthews	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Union Officer
NSW/ACT Branch – Branch Council Delegate (Central Coast)	HEFFERNAN, William John	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Central Coast)	WILMOTT, Luke Xavier	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Central Coast)	TERRY, David William	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Central Coast)	HALL, Ann	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (Central Coast)	FOWLES, Grace Lucille	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Central Metropolitan)	BONFIGLIO, Angela	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Central Metropolitan)	MAXWORTHY, Raelene	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Central Metropolitan)	MCHUGH, Peter	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Central Metropolitan)	VACANCY (Insufficient Nominations)		

NSW/ACT Branch – Branch Council Delegate (Central Metropolitan)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Central Metropolitan)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Central West)	ANDRISKE, Karen	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Aboriginal Education Worker
NSW/ACT Branch – Branch Council Delegate (Central West)	NUNN, Peter	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Central West)	HUGHES, Louise Margaret	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (Central West)	STEWART, Julian (elected 16.2.24)	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Central West)	BENNETT, Cassie	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Central West)	HAYWARD, Geoffrey	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Cumberland)	PALUZZANO, Karyn Lesley	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Cumberland)	PALUZZANO, Robert	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (Cumberland)	LEON DOWNS, Anthony	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Support Staff
NSW/ACT Branch – Branch Council Delegate (Cumberland)	GOLDFINCH, Bill	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Cumberland)	VACANCY (Insufficient Nominations)	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	
NSW/ACT Branch – Branch Council Delegate (Cumberland)	VACANCY (Insufficient Nominations)	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	
NSW/ACT Branch – Branch Council Delegate (Hunter Valley)	JIRMAN, Philip	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (Hunter Valley)	COOPER, Vincent	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Aboriginal Education Worker
NSW/ACT Branch – Branch Council Delegate (Hunter Valley)	COFFEY, Sidonie	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Hunter Valley)	WILSON, Mark	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Hunter Valley)	NEWMAN, Steve (elected 26/2/2024)	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Hunter Valley)	EASTON, Katrina (elected 26/2/2024)	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (Ku-Ring-Gai)	SANDERSON, Matthew	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Ku-Ring-Gai)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Ku-Ring-Gai)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Ku-Ring-Gai)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Ku-Ring-Gai)	VACANCY (Insufficient Nominations)		

NSW/ACT Branch – Branch Council Delegate (Ku-Ring-Gai)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Lansdowne)	FAZIO, Taran	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Lansdowne)	GAWIDZIEL, Steven	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Lansdowne)	HAWTHORNE, Bernadette	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Lansdowne)	ROONEY, James	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (Lansdowne)	SCICLUNA, Adam	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Lansdowne)	VACANCY		
NSW/ACT Branch – Branch Council Delegate (Metropolitan East)	MUSCAT, Jenny	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Metropolitan East)	OSBORNE, Gary	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Metropolitan East)	VACANCY (Insufficient Nominations)		

NSW/ACT Branch – Branch Council Delegate (Metropolitan East)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Metropolitan East)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Metropolitan East)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Mid North Coast)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Mid North Coast)	MUNOKOA, Ngahine	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (Mid North Coast)	MUSCHAL, Markus	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Mid North Coast)	POLLOCK, Will	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Mid North Coast)	BENNETT, Brett	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Mid North Coast)	RYAN, Terriane	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Support Staff
NSW/ACT Branch – Branch Council Delegate (Monaro)	LEFEBVRE, Dianne	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (Monaro)	LEET, Anne Louise	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Monaro)	VACANT		
NSW/ACT Branch – Branch Council Delegate (Monaro)	LEHMENSICH, Eugene	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Monaro)	DANE, Andrew	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Monaro)	VACANCY		

NSW/ACT Branch – Branch Council Delegate (North Coast)	NAMRELL, Michael	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (North Coast)	GRANT, Stewart	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (North Coast)	EGAN, Kathleen Ann	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (North Coast)	HOWARD, Mary Therese	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (North Coast)	ALLEN, Jennifer	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (North Coast)	CAHILL, Belinda	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (North West)	BOYD, Teresa	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (North West)	MILLER, Judy	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Support Staff
NSW/ACT Branch – Branch Council Delegate (North West)	O'NEILL, Fiona	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (North West)	CLYNCH, Katherine	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (North West)	HUGHES, Laura	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Northern Beaches)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Northern Beaches)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Northern Beaches)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Northern Beaches)	VACANCY (Insufficient Nominations)		

NSW/ACT Branch – Branch Council Delegate (Northern Beaches)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Northern Beaches)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Northern Suburbs)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Northern Suburbs)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Northern Suburbs)	VACANCY (Insufficient Nominations)		

NSW/ACT Branch – Branch Council Delegate (Northern Suburbs)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Northern Suburbs)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Northern Suburbs)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Penrith / Blue Mountains)	HEGGART, Elizabeth	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate	O'DONNELL, Margaret	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

(Penrith / Blue Mountains)			
NSW/ACT Branch – Branch Council Delegate (Penrith / Blue Mountains)	BEECHEY, Debra	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Penrith / Blue Mountains)	CARROLL, Celia	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Penrith / Blue Mountains)	MADDOCK, Natalie	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate	VACANCY (Insufficient Nominations)	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

(Penrith / Blue Mountains)			
NSW/ACT Branch – Branch Council Delegate (Principal)	O'NEILL, Noeleen	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Principal
NSW/ACT Branch – Branch Council Delegate (Principal)	WEIR, Anthony (elected 17.2.24)	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Principal
NSW/ACT Branch – Branch Council Delegate (Principal)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Principal)	VACANCY (Insufficient Nominations)		

NSW/ACT Branch – Branch Council Delegate (Riverina)	RYALL, Narelle Gaye	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Support Staff
NSW/ACT Branch – Branch Council Delegate (Riverina)	GOSS, Mercedes	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Riverina)	GEDDES, Vanessa Anne	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Riverina)	DUMBLETON, Esther	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Riverina)	JENNINGS, Sharon	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (Riverina)	WOODHOUSE, Kel	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (South Coast)	CIMINO, Marco	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (South Coast)	D’SOUZA, Katherine Anne	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (South Coast)	JANCETIC, Shirley	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (South Coast)	VACANCY (Insufficient Nominations)		

NSW/ACT Branch – Branch Council Delegate (South Coast)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (South Coast)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (South East)	FRASER, Simon Peter	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (South East)	VACANT		
NSW/ACT Branch – Branch Council Delegate (South East)	FINDLAY, Margaret	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher

NSW/ACT Branch – Branch Council Delegate (South East)	CHALLEN, Leonne	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (South East)	WORTHY, Beth	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Southern Suburbs)	JONES, Stuart Alan	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Southern Suburbs)	KERMODE, Amy	c/-Independent Education Union of Australia Branch GPO Box 116 SYDNEY NSW 2001	Teacher
NSW/ACT Branch – Branch Council Delegate (Southern Suburbs)	VACANCY (Insufficient Nominations)		

NSW/ACT Branch – Branch Council Delegate (Southern Suburbs)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Southern Suburbs)	VACANCY (Insufficient Nominations)		
NSW/ACT Branch – Branch Council Delegate (Southern Suburbs)	VACANCY (Insufficient Nominations)		

Section 3

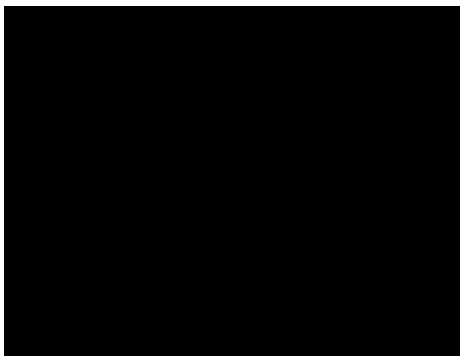
IEUA VICTORIAN & TASMANIAN BRANCH

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, David Brear, being the Branch Secretary of the Victorian and Tasmanian Branch of the Independent Education Union of Australia, 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 Branch in accordance with s.230(1)(b), (c), and (d) of the Act.
 - A. The address of the Independent Education Union Victoria Tasmania is:
Ground Floor 120 Clarendon Street Southbank 3006
 - B. On 31 December 2023 the number of members of the Branch was 20,685.
 - C. A list of offices and the names, postal addresses and occupations of persons holding the offices as at the date of this declaration is attached at **Annexure A** and forms part of this declaration.
 - D. Under the rules of the organisation:
 1. There are no elections scheduled in 2024 (this does not include casual vacancy elections).
 - E. The Branch has not entered into an agreement under s151(1) of the Act with a state union.

Signed:



Dated:

5 February 2024

ANNEXURE A – Offices and Office Holders in the Branch

Branch	Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
Vic Tas	Committee of Management			
	General Secretary	David Brear	c/- IEU Victoria Tasmania PO Box 1320 South Melbourne Vic 3205	Union Official
	Deputy Secretary	Kylie Busk	As above	Union Official
	President	Teresa Huddy	As above	Teacher
	Deputy President	Alexandra Abela	As above	Teacher
	President Catholic Primary Council	Maree Shields	As above	Teacher
	Deputy President Catholic Primary Council	Rachael Evans	As above	Teacher
	President Catholic Secondary Council	Marcus Corlett	As above	Teacher
	Deputy President Catholic Secondary Council	Lauren Hall	As above	Teacher
	President Principals Council	Frances Matisi	As above	Principal
	Deputy President Principals Council	Vacancy x 1		
	President Independent Council	Vacancy x 1		
	Deputy President Independent Council	Vacancy x 1		
	President Tasmanian Council	John Waldock	As above	Teacher
	Deputy President Tasmanian Council	Kim Merhulik	As above	Teacher
	Education Support Staff Member	Christopher Mitchell	As above	Education Support
	Education Support Staff Member	Andrea Hines	As above	Education Support
	Member Resident in Tasmania	Ben Rheinberger	As above	Teacher
	Ordinary Member	Jason Blackburn	As above	Teacher
	Ordinary Member	Craig Hogan	As above	Teacher
	Ordinary Member	Lisa Mason	As above	Teacher
	Ordinary Member	Vacancy		
	Ordinary Member	Vacancy		
	Ordinary Member	Vacancy		

Vic Tas	Branch Delegates to Annual Conference			
	Catholic Primary Delegate to Branch Conference (35)			
	As above	Gillian Carr	c/- IEU Victoria Tasmania PO Box 1320 South Melbourne Vic 3205	Teacher
	As above	George El-Hage	As above	Teacher
	As above	Helen Founa	As above	Teacher
	As above	Jane Heard	As above	Teacher
	As above	Lisa Hunter	As above	Education Support
	As above	Maryanne Jelenc	As above	Teacher
	As above	Melissa Manders	As above	Teacher
	As above	Kathleen Markel	As above	Teacher
	As above	Kate McCormick	As above	Teacher
	As above	Jacqueline Merrey	As above	Teacher
	As above	Jacinta Mulholland	As above	Teacher
	As above	Jessica Skinner	As above	Teacher
	As above	Sally-Anne Taylor	As above	Teacher
	As above	Suzanne Tobin	As above	Teacher
	As above	Helen Walsh	As above	Teacher
	As above	Tara Williams	As above	Teacher
	19 x vacancies			

	Catholic Secondary Delegate to Branch Conference (32)			
	As above	Nick Baff	c/- IEU Victoria Tasmania PO Box 1320 South Melbourne Vic 3205	Teacher
	As above	Peter Carpenter	As above	Teacher
	As above	Adam Croft	As above	Teacher
	As above	Sarah Collins	As above	Teacher
	As above	Kathryn De Fazio	As above	Teacher
	As above	Karen Hart	As above	Teacher
	As above	Kellie Illichman	As above	Teacher
	As above	Peter Joyce	As above	Teacher
	As above	Keshia Lee-Dean	As above	Teacher
	As above	Lisa McLean	As above	Teacher
	As above	Mark O'Sullivan	As above	Teacher
	As above	Brenden Small	As above	Teacher
	As above	Ashley Watson	As above	Teacher
	As above	Fiona Wright	As above	Teacher
	18 x vacancies			

Independent Delegate to Branch Conference (29)				
	As above	David Bennett	c/- IEU Victoria Tasmania PO Box 1320 South Melbourne Vic 3205	Teacher
	As above	Myfanwy Farquharson	As above	Teacher
	As above	Adam McCann	As above	Teacher
	As above	Brenden Morris	As above	Teacher
	As above	Julie Staunton	As above	Teacher
	As above	Oliver Woollett	As above	Teacher
23 x vacancies				

Principals Delegate to Branch Conference (2)				
2 x vacancies				

Tasmanian Delegate to Branch Conference (7)				
	As above	Duncan Gillespie	c/- IEU Victoria Tasmania PO Box 1320 South Melbourne Vic 3205	Teacher
	As above	Anna Greenhill	As above	Teacher
	As above	Gail Harris	As above	Teacher
	As above	Kate Lakos	As above	Teacher
3 x vacancies				

Vic Tas	Branch Delegate to Federal Council (11)			
	As Above	Alexandra Abela	c/- IEU Victoria Tasmania PO Box 1320 South Melbourne Vic 3205	Teacher
	As above	David Brear	As above	Union Official
	As above	Kylie Busk	As above	Union Official
	As above	Marit Clayton	As above	Union Organiser
	As above	Teresa Huddy	As above	Teacher
	As above	Jessica Mekhael	As above	Industrial Officer
	As above	Cara Maxworthy	As above	Union Organiser
	As above	Kim Merhulik	As above	Teacher
	As above	Simon Schmidt	As above	Union Organiser
	As above	Jeremy Oliver	As above	Teacher
	As above	Andrew Wood	As above	Union Organiser

Section 4

IEUA QUEENSLAND & NORTHERN TERRITORY BRANCH

Adm9057tb;tm
8/14/6; 3/3/8; 3/3/4

Monday, 12 February 2024

Mr Brad Hayes
Federal Secretary
IEUA

By Email: bhayes@ieu.org.au

Dear Brad

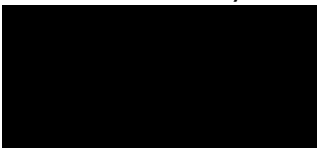
Re: Annual Registry Return – IEUA-QNT Branch

Please find attached the Annual Return for the IEUA-QNT Branch for inclusion in your joint return to Fair Work Commission.

Your review of our return would be appreciated.

I trust that this is of assistance to you. Should you have any queries please contact me.

Yours sincerely



**TERRY BURKE
BRANCH SECRETARY**

Enc.

Declaration

INDEPENDENT EDUCATION UNION OF AUSTRALIA – QUEENSLAND AND NORTHERN TERRITORY BRANCH

Annual Return of Information

I, Terence Patrick BURKE, of 346 Turbot Street, Spring Hill in the State of Queensland, do declare that:

1. Register of Members:

A register of members for the Independent Education Union of Australia – Queensland and Northern Territory Branch was, for the period 1 January 2023 - 31 December 2023, kept and maintained as required by ss230(1)(a) and (2) of the Act.

2. (a) Membership of the Queensland and Northern Territory Branch Executive:

Queensland Division:

Annette Gregory	Erin Hawkins	Rebecca Sisson
Terence Burke	Ian Hughes	Anne-Marie Russell-Pace
John Brown	Louise Lenzo	Karyl Young
Nicole Kapernick	John Kennedy	Alexandra Patten
Christopher Chapman	Cameron Love	Jennifer Finlay
Aleisha Connellan	Mark Sealey	Paul Giles
Anna Pickering	Andrew Carey	Bryce Goldberg
Clare Gilliland	Kieran Curnow	Madonna Spillane
Anthony Hallam (resigned 23 February 2023)	Andrew Loch (resigned 3 April 2023)	Melissa Goodingham (resigned 13 November 2023)
		(5 vacancies)

Northern Territory Division:

Erica Schultz	Justin Zammit (resigned 23 November 2023)
Louise LENZO (resigned 13 May 2023)	Pi Lee
Clare Curnow	(2 vacancies)

(b) Membership of the Northern Territory Division Advisory Committee:

Darwin Urban Sub-Division:	Vacant
Top End Rural Sub-Division:	Vacant
Southern Region – Alice Springs Sub-Division:	Pi Lee

3. List of Office Holders:

<i>Branch President:</i>	Aleisha Connellan, Teacher c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000
<i>Branch Secretary:</i>	Terry Burke, Union Official c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000
<i>Branch Assistant Secretary/Treasurer:</i>	Paul Giles, Union Official c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000
<i>Branch Assistant Secretary:</i>	Nicole Kapernick, Union Official c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000
<i>Branch Assistant Secretary:</i>	Rebecca Sisson, Union Official c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000
<i>Branch Senior Vice President: (Northern Territory Division)</i>	Erica Schultz, Teacher c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000
<i>Branch Senior Vice President: (Queensland Division)</i>	Bryce Goldberg, Teacher c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000
<i>Branch Junior Vice President:</i>	Annette Gregory, School Officer c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000
<i>Committee Members (Queensland Division)</i>	Cameron Love, Teacher c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000
	Ian Hughes, Teacher c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000
<i>Committee Member (Northern Territory Division)</i>	Vacant
<i>Alternate Delegate of the Branch Executive to Federal Executive</i>	Paul Giles, Union Official c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

4. List of Delegates to Federal Council:

Queensland Division:

Terence Burke, Union Official
c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

Aleisha Connellan, Teacher
c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

Paul Giles, Union Official
c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

Bradley Hayes, Union Official
c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

Rebecca Sisson, Union Official
c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

Annette Gregory, School Officer
c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

Nicole Kapernick, Union Official
c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

Alexandra Patten, Teacher
c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

Cameron Love, Teacher
c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

Northern Territory Division:

Erica Schultz, Teacher
c/- IEUA-QNT, 346 Turbot Street, Spring Hill 4000

5. Address of Branch:

Registered Office:

Street Address: 346 Turbot Street, Spring Hill Qld 4000
Postal Address: PO Box 418, Fortitude Valley Qld 4006
Telephone: 07 3839 7020
Facsimile: 07 3839 7021
Email: enquiries@ieuqnt.org.au

Divisional Office:

Street Address: 38 Woods Street, Darwin NT 0801
Postal Address: PO Box 418, Fortitude Valley Qld 4006
Telephone: 08 8981 1924
Facsimile: 08 8981 1935
Email: enquiries@ieuqnt.org.au

6. Elections in the Branch:

The current term of office for members of the Branch Executive concludes at noon on 8 June 2025.

The vacancies from the 2022 Insufficient Nomination Election– namely, one (1) member of the Branch Executive Queensland Division - would be subject to the election process in 2024.

7. Name of Each Branch that Commenced Operation in the Previous 12 Months:

Nil.

8. Name of Each Branch that Ceased Operation in the Previous 12 Months:

Nil.

9. Recovery of Wages Activity:

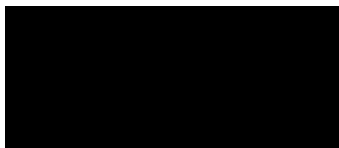
No recovery of wages activities have occurred.

10. Number of Members:

The Independent Education Union of Australia Queensland and Northern Territory Branch had a membership of 15,894 as at 31 December 2023.

I make this declaration conscientiously believing the same to be true.

Signed:

A black rectangular box redacting the signature of Terence Patrick Burke.

**TERENCE PATRICK BURKE
SECRETARY**

Dated: 12 February 2024

Section 5

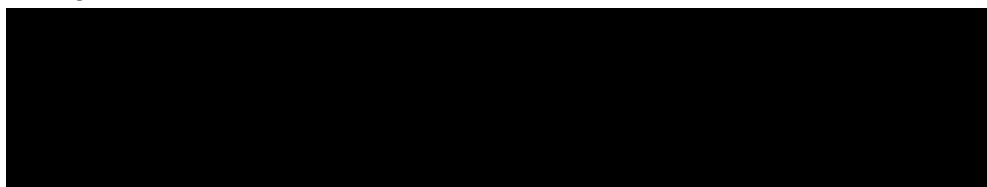
IEU (SOUTH AUSTRALIA) BRANCH

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, Timothy Oosterbaan, being the Secretary of the Independent Education Union (South Australia) Branch, 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 213 Currie St, Adelaide, South Australia 5000.¹
 - 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 3,074³
 - 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 scheduled elections for the 2024 calendar year.
 - The organisation has not entered into an agreement under s.151(1) of the Act with a state union.

Signed:



Dated: 14 February 2024

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)

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
Branch Secretary	Timothy Oosterbaan	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Paid official</i>
Deputy Secretary	Wendy Evans	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Paid official</i>
President	Britta Jureckson	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Teacher</i>
Vice-President	Jenny Johnson from 1 January 2023	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Teacher</i>
Vice-President	Anthony Haskell	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Teacher</i>
Treasurer	Michael Francis	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Teacher</i>
Ordinary Executive Member	John Coop	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Teacher</i>
Ordinary Executive Member	Sheryl Hoffmann	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Education Assistant</i>
Ordinary Executive Member	Susan Bailey	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Education Assistant</i>
Ordinary Executive Member	Ally Cunningham	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Teacher</i>
Ordinary Executive Member	Kathleen Johnson	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Teacher</i>
Ordinary Executive Member	Emily Button	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Teacher</i>
Ordinary Executive Member	Noel Karcher	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Teacher</i>
Delegate to IEUA Federal Council	Wendy Evans	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Paid official</i>
Delegate to IEUA Federal Council	Britta Jureckson	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Teacher</i>
Delegate to IEUA Federal Council	Timothy Oosterbaan	<i>213 Currie St, Adelaide, SA 5000</i>	<i>Paid official</i>

Delegate to Federal Executive	Timothy Oosterbaan	213 Currie St, Adelaide, SA 5000	<i>Paid official</i>
Alternate delegate to Federal Executive	Wendy Evans	213 Currie St, Adelaide, SA 5000	<i>Paid official</i>

Section 6

IEUA WA BRANCH

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, Rebecca Mary COLLOPY, being the Branch Secretary of the Independent Education Union of Australia WA Branch, 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 section 230(1)(a) and section 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 section 230(1)(b), (c), and (d) of the Act:
 - The address of the organisation is 20/63 Knutsford Avenue, RIVERVALE WA 6103.¹
 - The name and address of each branch of the organisation is:²
 1. Independent Education Union of Australia WA Branch.
 - On 31 December in the previous year the number of members was 3,862.³
 - 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
 1. There are no elections scheduled THIS YEAR (this does not include casual vacancy elections)

¹ section.230(1)(d); reg.147(d)

² section.230(1)(d); reg.147(a) & (d)

³ section.230(1)(d); reg.147(f)

⁴ section.230(1)(d); reg.147(e)

- During the previous 12 months⁵ NO branches COMMENCED or CEASED operation.
- The organisation has not entered into an agreement under section151(1) of the Act with a state union.

Signed:



Dated: 12 February 2024

⁵ section.230(1)(d); reg.147(b) & (c)

ANNEXURE A

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

- Offices and Office Holders in the Organisation and its Branches:

Branch	Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
WA	Branch President	Bruce Graham MARTIN	c/- Independent Education Union of Australia WA Branch PO Box 739, Belmont WA 6984	Teacher
	Vice President	Lucy Kathleen REEVES	As above	Teacher
	Branch Secretary	Rebecca Mary COLLOPY	As above	Paid official
	Deputy Secretary	Mark David ELLIOTT	As above	Paid official
	Ordinary Executive Member	Maxine Elizabeth BRAHIM	As above	Coordinator
	Ordinary Executive Member	Rosemary Ann CAWLEY	As above	Teacher
	Ordinary Executive Member	Sallyanne BUSHE-JONES	As above	Teacher
	Ordinary Executive Member	Christine SCHELFHOUT	As above	Teacher
	Ordinary Executive Member	Janice Rosalind COX	As above	Teacher
	Ordinary Executive Member	Clayton OSBORNE	As above	Teacher

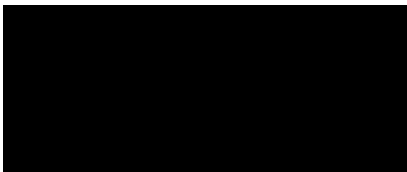
	Ordinary Executive Member	<i>Vacant</i>	<i>Vacant</i>	<i>Vacant</i>
	WA Delegate to IEUA Federal Council	Bruce Graham MARTIN	c/- Independent Education Union of Australia WA Branch PO Box 739, Belmont WA 6984	Teacher
	WA Delegate to IEUA Federal Council	Lucy Kathleen REEVES	As above	Teacher
	WA Delegate to IEUA Federal Council	Rebecca Mary COLLOPY	As above	Paid 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, Terence P Burke, being the Branch Secretary of the Independent Education Union of Australia – Queensland and Northern Territory Branch, 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:



**TERENCE P BURKE
BRANCH SECRETARY
INDEPENDENT EDUCATION UNION OF AUSTRALIA – QUEENSLAND
AND NORTHERN TERRITORY BRANCH**

Dated: 20/03/2024

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

- ANNEXURE A

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-NT	10/03/2024	Branch Executive Member	Clare Curnow			
QLD-NT	10/03/2024	Branch Executive Member		Murray Paterson	Po Box 418, Fortitude Valley QLD 4006	Teacher
QLD-NT	10/03/2024	Branch Executive Member		Dr Elizabeth Allotta	Po Box 418, Fortitude Valley QLD 4006	Teacher
QLD-NT	10/03/2024	Metropolitan Area Council		Grayson Tyndale	Po Box 418, Fortitude Valley QLD 4006	Teacher
QLD-NT	10/03/2024	Far North Queensland Area Council		Barbara Dewis	Po Box 418, Fortitude Valley QLD 4006	Teacher
QLD-NT	10/03/2024	Sunshine Coast Area Council		Heather Grundy	Po Box 418, Fortitude Valley QLD 4006	Teacher