



8 July 2024

Andrew Hickman
President
National Fire Industry Association
Sent via email: info@nfia.com.au

Dear Andrew Hickman

Notification of changes – Acknowledgment

We acknowledge receipt of a Notification of Change to the National Fire Industry Association (AR2024/56).

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

Time frames for notifications of changes

Notifications of change must be lodged within 35 days of the change occurring (r 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.

But we understand they can be a difficult requirement to get right. We have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [FWC 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 Fair Work Commission website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
28/06/2024	National	Change of Address	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, **Andrew Hickman**, being the **President** of the **National Fire Industry Association** declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - On 17 June 2024 the address of the organisation changed to 1000 Old Windsor Road, Glenwood NSW 2768.¹
 - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed: 

Dated: 28 June 2024

¹ s.230(1)(d); reg.147(d)

ANNEXURE A

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

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

Branch	Date of Change	Name of Office	Name of Office Holder	Old Postal Address of Office Holder	New Postal Address of Office Holder
National	17 June 2024	<i>President (Councillor – Queensland/Northern Territory Region – General Members)</i>	<i>Andrew Hickman</i>	<i>c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007</i>	<i>c/- National Fire Industry Association 1000 Old Windsor Road Glenwood NSW 2768</i>
National	17 June 2024	<i>Vice-President (Councillor – Victoria/Tasmania Region – General Members)</i>	<i>Haysam Mohtadi</i>	<i>c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007</i>	<i>c/- National Fire Industry Association 1000 Old Windsor Road Glenwood NSW 2768</i>
National	17 June 2024	<i>Secretary/ Treasurer (Councillor – South Australia Region – Industrial Members)</i>	<i>Shayne Bennett</i>	<i>c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007</i>	<i>c/- National Fire Industry Association 1000 Old Windsor Road Glenwood NSW 2768</i>
National	17 June 2024	<i>Councillor – New South Wales/Australian Capital Territory Region – Industrial Members</i>	<i>Gordon Stalley</i>	<i>c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007</i>	<i>c/- National Fire Industry Association 1000 Old Windsor Road Glenwood NSW 2768</i>
National	17 June 2024	<i>Councillor – Queensland/Northern Territory Region – Industrial Members</i>	<i>Brian Davies</i>	<i>c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007</i>	<i>c/- National Fire Industry Association 1000 Old Windsor Road Glenwood NSW 2768</i>
National	17 June 2024	<i>Councillor – Western Australia Region – Industrial Members</i>	<i>Andy Thomas</i>	<i>c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007</i>	<i>c/- National Fire Industry Association 1000 Old Windsor Road Glenwood NSW 2768</i>



17 April 2024

Andrew Hickman
President
National Fire Industry Association

via email: info@nfia.com.au

Dear Mr Hickman

The National Fire Industry Association'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	AR2024/56
Lodgement date	19 March and 9 April 2024
Review	Primary Review
Result	FILED

Your primary review

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



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

The Commission's risk-based approach

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

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

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

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

Do you have any questions?

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

If you have any queries we can be contacted on 1300 341 665 or by email at regorgs@fwc.gov.au.

Yours sincerely

Fair Work Commission

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

I, Andrew Hickman, being the President of the National Fire Industry Association, 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 5/134 Racecourse Road, Ascot QLD 4007.¹
 - 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 6.³
 - 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
 - President (1)
 - Vice-President (1)
 - Secretary-Treasurer (1)
 - Council Members (10)
 1. Queensland/ Northern Territory (General) (1)
 2. Queensland/ Northern Territory (Industrial) (1)
 3. New South Wales/ Australian Capital Territory (General) (1)

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)

4. New South Wales/ Australian Capital Territory (Industrial) (1)
5. Victoria/ Tasmania (General) (1)
6. Victoria/ Tasmania (Industrial) (1)
7. South Australia (General) (1)
8. South Australia (Industrial) (1)
9. Western Australia (General) (1)
10. Western Australia (Industrial) (1)

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

Signed:



Dated: 9 April 2024

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
President (Councillor – Queensland/Northern Territory Region – General Members)	Andrew Hickman	c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007	Consultant
Vice-President (Councillor – Victoria/Tasmania Region – General Members)	Haysam Mohtadi	c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007	Managing Director Fire Industry Supplies
Secretary/ Treasurer (Councillor – South Australia Region – Industrial Members)	Shayne Bennett	c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007	Director/ Contracts Manager Australian Fire Services
Councillor – New South Wales/Australian Capital Territory Region – Industrial Members	Gordon Stalley	c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007	Managing Director Premier Fire
Councillor – Queensland/Northern Territory Region – Industrial Members	Brian Davies	c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007	Director Horace Qld Pty Ltd
Councillor – Western Australia Region – Industrial Members	Andy Thomas	c/- National Fire Industry Association 5/134 Racecourse Rd Ascot QLD 4007	Sales & Business Development Manager ARA Fire

Councillor – New South Wales/Australian Capital Territory Region – General Members	Vacant		
Councillor – Victoria/Tasmania Region – Industrial Members	Vacant		
Councillor – South Australia Region – General Members	Vacant		
Councillor – Western Australia Region – General Members	Vacant		