



8 October 2024

Carol Matthews
Federal President
Independent Education Union of Australia - NSW/ACT Branch
Sent via email: carol@ieu.asn.au

cc: Bradley Hayes, ieu@ieu.org.au

Dear Carol Matthews



IMMEDIATE ACTION REQUIRED:

You must take steps after your recent election E2024/104

An election has recently been completed by the Australian Electoral Commission (AEC) for the Independent Education Union of Australia - NSW/ACT Branch and a post-election report has been issued by the AEC.

This letter explains the next steps you must take, including what information you need to give to members and what information you need to lodge with the Fair Work Commission (the Commission).

What you must do right now

- Let your members know about the election report issued by the AEC
- Arrange financial training for officers newly elected to an office with financial management duties. (This includes all members of the committee of management).
- Complete the notification of change and email it to the Commission at regorgs@fwc.gov.au
- Respond to the AEC

This letter explains these steps and the tools available to help you.

STEP 1: Notify members

You must put a notice on your website once you receive your post-election report. It must tell your members they can request a copy of the post-election report from you or the AEC (regulation 141). The notice must be on your website for at least three months.



Can we put more information on our website?

Yes! Being transparent is part of good governance. You can publish the whole report or the declaration of results, as well as your notice and leave them up longer than three months. You can always do more than the regulatory minimum.

The Commission will also publish your declaration of results on our [website](#).

STEP 2: Financial training

You may have to arrange financial training for people elected to new roles.

All officers with financial management duties must complete approved financial training (section 293K). For information on when officers must redo training and hints on when to book training for officers taking up multiple offices [please see our fact sheet](#).

There are face-to-face and online [financial training packages on the Commission website](#).

You must act on this now, as affected officers **MUST** complete approved financial training OR receive an [exemption by the Commission](#) **within six months** of beginning to hold office.



Good governance tip:

Organisations should instruct officer holders about their other obligations. This is especially important for committee of management members.

Our podcast covers the [benefits of officer induction](#). Officers have responsibilities under the rules, the *Fair Work (Registered Organisations) Act 2009* (the RO Act), and disclosure requirements around conflicts of interest, remuneration and material personal interests. Officers will benefit from our [officer induction kit](#) and our [podcast](#), such as [episode 17 - conflicts of interest](#).

STEP 3: Notifications of change



A notification of change must be lodged with the Commission within **35 days** of the change occurring.

We have a [template](#) to help you with this, which you can send to regorgs@fwc.gov.au. An officer must sign the completed notification template.

You must lodge a notification of change if:

- any of your officers have not been re-elected;
- officers have changed offices; or
- you have new officers.

Only notify us of changes that have **already occurred**. If people take up office in the future, you must wait until the change happens before lodging the notification within 35 days of the change.

Note: One election may result in many notifications of change.



Penalties apply

Failing to lodge your notifications of change on time can expose your organisation and its officers to significant penalties.

Real-life example of penalties in Court An organisation failed to make a series of notifications of change on time.

The Full Court said ‘The record-keeping obligations imposed under the Registered Organisations Act are treated by the legislature as important and serious, and contravention of those obligations are correspondingly serious.’

The organisation was ordered to pay a penalty. More information is available in our [case summary](#).

STEP 4: Reply to the AEC

The AEC’s post-election report says the AEC had trouble applying some of your election rules. You **MUST** respond to the AEC about the issues in the report (section 198).

Your response to the AEC must be in writing. It must include:

- whether the organisation intends to take action
- (if yes) what action the organisation intends to take

You must send your response to the AEC within **30 days** of receiving the report and provide a copy to the Commission (section 198).



Penalties apply

The requirement to respond to the AEC comes from section 198 of the RO Act. Section 198 of the RO Act is a civil penalty provision.

A failure to take any of these steps, or taking them in the wrong order, can expose your organisation to penalties under the RO Act.

Make the report and your response available to your members

You must make the post-election report about difficult rules available to your members.

You must also make your written response to the AEC available to your members.



Timing is very important

You must make the report about difficult rules available to your members **before or at the same time** as you make your response available.

Your response must be available to members:

- in the next edition of your journal or
- within 30 days of giving it to the AEC (if using a method other than your journal to make it available, e.g. your website)



Penalties apply

The requirement to respond to the AEC comes from section 198 of the RO Act. Section 198 of the RO Act is a civil penalty provision.

A failure to take any of these steps, or taking them in the wrong order, can expose your organisation to penalties under the RO Act.

How do I make these documents available to my members?

The RO Act says you will have made the document available if you do all the following things:

- Publish a copy of the relevant section and your response in your next journal, AND
- Send the Commission a copy of the relevant section and your response with a declaration that you'll provide copies to any member who asks for one, AND

- Tell members in your next journal (or an appropriate newspaper) that you'll give the relevant section of the report and your response to any member free of charge if requested, AND
- Put on your website:
 - the relevant section of the report within 14 days of receiving it and
 - your response within 14 days of sending it to the AEC

But you can also make the documents available to your members in other ways as well.



What if we decide to change our rules?

You can! If you think changing your rules will fix or improve the issues raised by the AEC you can change your rules.

Your rules will include a rule altering procedure that you must follow in order to do this.

We provide help changing your rules and advice on rule requirements. Please contact us at regorgs@fwc.gov.au, or ring 1300 341 665. Alternatively you could book an online [Governance to You visit](#) with a Commission staff member to discuss the changes.

Questions?



What if I don't understand the post-election report?

You should contact the AEC immediately to discuss what the report means.

What if we decide not to take action?

You must tell the AEC in writing you do not intend to act.

What if I have already responded to the AEC?

If you have already done the things set out in step 4, please disregard this step.

Remember to make the relevant section of the report and your response available to your members as well.

Why do I need to tell you the results of the election when you've already received them?

The RO Act requires that **you** tell us this information about your officers – it is a legal obligation. The notification of change also contains information that is not in the declaration of results.

What if the officer has already done training?

Check out our [fact sheet](#) for when officers need to redo training, when they can get an exemption and when further training isn't required.

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



The Commission has an interim [Compliance Policy](#) which explains how we respond to issues of non-compliance. The policy is available on our website if you would like further information on the steps the compliance team may take in response to non-lodgement of a financial report.

4 October 2024

Post-election report

**Independent Education Union of
Australia**

New South Wales/Australian Capital
Territory Branch

Insufficient Nominations election
E2024/104

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Election(s) Covered in Post-Election Report (PER)

Organisation: Independent Education Union of Australia

Branch: New South Wales/Australian Capital Territory

Election Decision No: E2024/104

Election: Insufficient Nominations

(If uncontested) Date the nominations closed: 08/07/2024.

Date ballot closed: 02/09/2024.

Date Uncontested results declared: 16/07/2024.

Date Contested results declared: 03/09/2024.

Date PER due: 04/10/2024.

Relevant legal provisions

Fair Work (Registered Organisations) Act 2009 ('the Act')

197 Post-election report by AEC

Requirement for AEC to make report.

- (1) After the completion of an election conducted under this Part by the AEC, the AEC must give a written report on the conduct of the election to:
 - (a) the General Manager; and
 - (b) the organisation or branch for whom the election was conducted.

Note: The AEC may be able, in the same report, to report on more than one election it has conducted for an organisation. However, regulations made under paragraph 359(2)(c) may impose requirements about the manner and timing of reports.

- (2) The report must include details of the prescribed matters.

Contents of report—register of members.

- (3) If the AEC is of the opinion that the register of members, or the part of the register, made available to the AEC for the purposes of the election contained, at the time of the election:
 - (a) an unusually large proportion of members' addresses that were not current; or
 - (b) in the case of a register kept by an organisation of employees—an unusually large proportion of members' addresses that were workplace addresses;

this fact must be included in the report, together with a reference to any relevant model rules which, in the opinion of the AEC, could assist the organisation or branch to address this matter.

Note: Model rules are relevant only to the conduct of elections for office, not for elections for other positions (see section 147).

Contents of report—difficult rules

- (4) If the report identifies a rule of the organisation or branch that, in the AEC's opinion, was difficult to interpret or apply in relation to the conduct of the election, the report must also refer to any relevant model rules, which in the opinion of the AEC, could assist the organisation or branch to address this matter.

Note: For model rules, see section 147.

Subsection (3) relevant only for postal ballots

- (5) Subsection (3) applies only in relation to elections conducted by postal ballot.

Note: An organisation can obtain an exemption from the requirement to hold elections for office by postal ballot (see section 144).

190 Organisation or branch must not assist one candidate over another

An organisation or branch commits an offence if it uses, or allows to be used, its property or resources to help a candidate against another candidate in an election under this Part for an office or other position.

Penalty: 100 penalty units.

193 Provisions applicable to elections conducted by AEC.

- (1) If an electoral official is conducting an election, or taking a step in relation to an election, for an office or other position in an organisation, or branch of an organisation, the electoral official:
- (a) subject to paragraph (b), must comply with the rules of the organisation or branch; and
 - (b) may, in spite of anything in the rules of the organisation or branch, take such action, and give such directions, as the electoral official considers necessary:
 - (i) to ensure that no irregularities occur in or in relation to the election; or
 - (ii) to remedy any procedural defects that appear to the electoral official to exist in the rules; or
 - (iii) to ensure the security of ballot papers and envelopes that are for use, or used, in the election.

- (2) A person commits an offence if the person does not comply with a direction under subsection (1).

Penalty: 30 penalty units.

- (3) Subsection (2) does not apply so far as the person is not capable of complying.

Note: A defendant bears an evidential burden in relation to the matter in subsection (3) (see subsection 13.3(3) of the *Criminal Code*).

- (4) Subsection (2) does not apply if the person has a reasonable excuse.

Note: A defendant bears an evidential burden in relation to the matter mentioned in subsection (4), see subsection 13.3(3) of the *Criminal Code*.

- (5) An offence against subsection (2) is an offence of strict liability.

Note: For *strict liability*, see section 6.1 of the *Criminal Code*.

- (6) An election for an office or other position conducted by an electoral official, or step taken in relation to such an election, is not invalid merely because of a breach of the rules of the organisation or branch because of:

- (a) action taken under subsection (1); or
- (b) an act done in compliance with a direction under subsection (1).

- (7) If an electoral official conducting, or taking a step in connection with, an election for an office or other position:

- (a) dies or becomes unable to complete the conduct of the election or the taking of the step; or
 - (b) ceases to be qualified to conduct the election or to take the step;
- the Electoral Commissioner must arrange for the completion of the conduct of the election, or the taking of the step, by another electoral official.

6 Definitions

irregularity, in relation to an election or ballot, includes:

- (a) a breach of the rules of an organisation or branch of an organisation; and
- (b) an act or omission by means of which:

- (i) the full and free recording of votes by all persons entitled to record votes and by no other persons; or
- (ii) a correct ascertainment or declaration of the results of the voting; is, or is attempted to be, prevented or hindered; and
- (c) a contravention of section 190.

Fair Work (Registered Organisations) Regulations 2009 ('the Regulations')

140 Declaration of result of election (s 193)

- (1) Within 14 days after the closing day of an election, the AEC must issue a declaration stating the following:
 - (a) the total number of persons on the roll of voters;
 - (b) the total number of ballot papers issued (if applicable);
 - (c) the total number of envelopes that were returned undelivered by the closing day of the ballot to the AEC (if applicable);
 - (d) the total number of ballot papers received by the electoral official by the closing day of the ballot (if applicable);
 - (e) the result of the election;
 - (f) the total number of informal ballot papers (if applicable).
- (2) In subregulation (1), ***closing day***, for an election, means:
 - (a) if a ballot is not required—the day on which nominations for the election close; or
 - (b) if a ballot is required—the closing day of the ballot.
- (3) Immediately after issuing a declaration under subregulation (1), the AEC must give a copy of the declaration to:
 - (a) the General Manager; and
 - (b) the organisation or branch for whom the election was conducted.

141 Post-election report by AEC (s 197(2))

- (1) For subsection 197(2) of the Act, the following matters are prescribed for inclusion in the report (the ***post-election report***) given under subsection 197(1) of the Act:
 - (a) the declaration mentioned in regulation 140;
 - (b) any rules of the organisation or branch which because of ambiguity or other reason, were difficult to interpret or apply;
 - (c) any matters in relation to the roll of voters including those matters contained in subsection 197(3) of the Act;
 - (d) the number of written allegations (if any) of irregularities made to the AEC during the election;
 - (e) action taken by the AEC in relation to those allegations;
 - (f) any other irregularities identified by the AEC and action taken by the AEC in relation to those other irregularities.
- (2) The AEC must:
 - (a) give the post-election report within 30 days after the closing day of the election; and
 - (b) publish a notice on its web site advising that a copy of the post-election report can be obtained from the AEC on the request of a member who was eligible to vote in the election.
- (3) The AEC must supply a copy of the post-election report to the member as soon as practicable, but no later than 7 days, after receiving a request under paragraph (2)(b).

145 Elections conducted by AEC—no unauthorised action.

- (1) For any election conducted by the AEC under Part 2 of Chapter 7 of the Act, a person other than the person conducting the election must not do, or purport to do, any act in the conduct of the election other than as directed or authorised by the person conducting the election.

Note: This subregulation is a civil penalty provision (see regulation 168).

- (2) The AEC must advise the General Manager of a possible contravention of subregulation (1) not later than 21 days after the AEC has become aware of the possible contravention.

Declaration of result of election

In accordance with reg 140 of the Regulations, the AEC issued a declaration of the result of election E2024/104 on 16/07/2024 for the uncontested offices and on 03/09/2024 for the contested offices. For a copy, see **Attachment A (uncontested)** and **Attachment B (contested)**.

Independent Education Union of Australia Rules

Independent Education Union of Australia Rules used for the election:

- [130N Incorporates alterations of 30 January 2024 [R2023118]]

Returning Officer actions required (Section 193): Yes

Details: The Organisation's rules do not allow enough time for the ballot period. Federal Rule 17 (r) states that the closing time and date shall be noon on the 22nd day after the opening date of the ballot. Practical considerations require the AEC to open a postal ballot on a weekday and to it open for at least twenty-eight (28) days. This is the minimum reasonable time for the delivery of the mail and for electors to complete and return their ballot papers. For this reason, I have timetabled the election to allow 28 days for the postal ballot.

Roll of Voters

There were no known issues in relation to the roll of voters for this election.

Written allegations of any irregularities

There were no written allegations were recorded for this election.

Other irregularities

There were no other irregularities recorded or reported for this election.

Signed

Shehan Liyanage
Returning Officer
Australian Electoral Commission

E: IEBevents@aec.gov.au

P: 03 9285 7111

4 October 2024

Attachments

A. Declaration of Results for uncontested Offices

B. Declaration of Results for contested Offices

Attachment A

Independent Education Union of Australia New South Wales/Australian Capital Territory Branch DECLARATION OF RESULTS - E2024/104 Uncontested Offices

Insufficient Nominations Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

Central Coast Sub-Branch

Sub Branch Delegate to Council (2)

Candidates

No Nominations Received

Central Metropolitan Sub-Branch

Sub Branch Delegate to Council (3)

Candidates

DOWNS Anthony Leon

GIBBINS Anthony Michael

MELLA Michelle

Cumberland Sub-Branch

Sub Branch Delegate to Council (6)

Candidates

GOLDFINCH William

PALUZZANO Robert

PALUZZANO Karyn Lesley

Ku-Ring-Gai Sub-Branch

Sub Branch Delegate to Council (5)

Candidates

SMITH Courtney

Metropolitan East Sub-Branch

Sub Branch Delegate to Council (5)

Candidates

MUSCAT Jennifer

OSBORNE Gary

Mid North Coast Sub-Branch

Sub Branch Delegate to Council (2)

Candidates

RENNES William

ROBINSON Leon Terry

North Coast Sub-Branch

Sub Branch Delegate to Council (1)

Candidates

PEARSON James Antrum

Northern Beaches Sub-Branch

Sub Branch Delegate to Council (5)

Candidates

BARRELL Sukli

Northern Suburbs Sub-Branch

Sub Branch Delegate to Council (6)

Candidates

FRAIN Sandra

Penrith / Blue Mountains Sub-Branch

Sub Branch Delegate to Council (4)

Candidates

EL-HUSSEINI Amr

SHEEHY Raquel

THOMAS Anil Maliyekkal

Southern Suburbs Sub-Branch

Sub Branch Delegate to Council (6)

Candidates

JONES Stuart Alan

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Jacqueline McHenry
Returning Officer
Telephone: 03 9285 7111
Email: IEEvents@aec.gov.au
16/07/2024



Attachment B

Independent Education Union of Australia New South Wales/Australian Capital Territory Branch DECLARATION OF RESULTS - E2024/104 Contested Offices

Insufficient Nominations Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

Central West Sub-Branch

VOTING MATERIAL ISSUED	
Total number of people on the roll of voters (a)	1,238
Number of voters issued with voting material	1,238
Total number of voters issued with replacement voting material	0
Total number of voting material packs issued	1,238
VOTING MATERIAL RETURNED	
Total number of envelopes returned for scrutiny by closing date of ballot (b)	100
Number of declaration envelopes rejected at preliminary scrutiny (minus)	0
Number of ballot papers returned outside declaration envelopes (minus)	0
COUNT	
Total ballot papers admitted to the count	100
LATE OR UNRETURNED VOTING MATERIAL	
Voting material returned as unclaimed mail by closing date of ballot	7
Voting material packs not returned by voters by closing date of the ballot	1,131
Percentage of voting material packs returned by voters to number of people on the roll of voters (b/a)	8 %

Sub Branch Delegate to Council (2)

<u>Candidates</u>	<u>Final Votes</u>
HAYWARD, Geoff	60
MILGATE, Maureen	65*
NUNN, Peter	65*

Total ballot papers admitted for this office	100
Formal Ballot papers	95
Informal Ballot papers	5

* As per IEUA Rule 17 (x) the order elected was determined by casting lots.

I declare the following elected:	Order Elected
• NUNN, Peter	1
• MILGATE, Maureen	2

Lansdowne Sub-Branch

VOTING MATERIAL ISSUED	
Total number of people on the roll of voters (a)	2,389
Number of voters issued with voting material	2,389
Total number of voters issued with replacement voting material	0
Total number of voting material packs issued	2,389
VOTING MATERIAL RETURNED	
Total number of envelopes returned for scrutiny by closing date of ballot (b)	137
Number of declaration envelopes rejected at preliminary scrutiny (minus)	5
Number of ballot papers returned outside declaration envelopes (minus)	0
COUNT	
Total ballot papers admitted to the count	132
LATE OR UNRETURNED VOTING MATERIAL	
Voting material returned as unclaimed mail by closing date of ballot	12
Voting material packs not returned by voters by closing date of the ballot	2,240
Percentage of voting material packs returned by voters to number of people on the roll of voters (b/a)	5.73 %

Sub Branch Delegate to Council (3)

<u>Candidates</u>	<u>Final Votes</u>
HOLMES, Connie	113
SOARES, Reg	68
HERNANDEZ, Paula	110
BOCHNO, Michelle	87
Total ballot papers admitted for this office	132
Formal Ballot papers	126
Informal Ballot papers	6

I declare the following elected:	Order Elected
• HOLMES, Connie	1
• HERNANDEZ, Paula	2
• BOCHNO, Michelle	3

North West Sub-Branch

VOTING MATERIAL ISSUED	
Total number of people on the roll of voters (a)	776
Number of voters issued with voting material	776
Total number of voters issued with replacement voting material	1
Total number of voting material packs issued	777
VOTING MATERIAL RETURNED	

Total number of envelopes returned for scrutiny by closing date of ballot (b)	135
Number of declaration envelopes rejected at preliminary scrutiny (minus)	0
Number of ballot papers returned outside declaration envelopes (minus)	0
COUNT	
Total ballot papers admitted to the count	135
LATE OR UNRETURNED VOTING MATERIAL	
Voting material returned as unclaimed mail by closing date of ballot	5
Voting material packs not returned by voters by closing date of the ballot	637
Percentage of voting material packs returned by voters to number of people on the roll of voters (b/a)	17 %

Sub Branch Delegate to Council (2)

<u>Candidates</u>	<u>Final Votes</u>
DRAPER, Sharon	85
BOYD, Teresa	42
HOLMES, Carla	22
VELLA, Harry	113

Total ballot papers admitted for this office	135
Formal Ballot papers	131
Informal Ballot papers	4

I declare the following elected:	Order Elected
• VELLA, Harry	1
• DRAPER, Sharon	2

South Coast Sub-Branch

VOTING MATERIAL ISSUED	
Total number of people on the roll of voters (a)	2,785
Number of voters issued with voting material	2,785
Total number of voters issued with replacement voting material	0
Total number of voting material packs issued	2,785
VOTING MATERIAL RETURNED	
Total number of envelopes returned for scrutiny by closing date of ballot (b)	213
Number of declaration envelopes rejected at preliminary scrutiny (minus)	4
Number of ballot papers returned outside declaration envelopes (minus)	0
COUNT	
Total ballot papers admitted to the count	209
LATE OR UNRETURNED VOTING MATERIAL	
Voting material returned as unclaimed mail by closing date of ballot	16
Voting material packs not returned by voters by closing date of the ballot	2,556

Percentage of voting material packs returned by voters to number of people on the roll of voters (b/a)	8 %
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Sub Branch Delegate to Council (2)

<u>Candidates</u>	<u>Final Votes</u>
CRANNEY, Emily	107
YOUNG, Lachlan	131
GLASE, Louise	170

Total ballot papers admitted for this office	209
Formal Ballot papers	204
Informal Ballot papers	5

I declare the following elected:	Order Elected
• GLASE, Louise	1
• YOUNG, Lachlan	2

Shehan Liyanage
 Returning Officer
 Telephone: 03 9285 7111
 Email: IEBevents@aec.gov.au
 03/09/2024.

Independent Education Union of Australia
New South Wales/Australian Capital Territory Branch
DECLARATION OF RESULTS - E2024/104
Contested Offices

Insufficient Nominations Election

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VELLA, Harry	113

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Informal Ballot papers	4

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• DRAPER, Sharon	2

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Total number of people on the roll of voters (a)	2,785
Number of voters issued with voting material	2,785
Total number of voters issued with replacement voting material	0
Total number of voting material packs issued	2,785
VOTING MATERIAL RETURNED	

Total number of envelopes returned for scrutiny by closing date of ballot (b)	213
Number of declaration envelopes rejected at preliminary scrutiny (minus)	4
Number of ballot papers returned outside declaration envelopes (minus)	0
COUNT	
Total ballot papers admitted to the count	209
LATE OR UNRETURNED VOTING MATERIAL	
Voting material returned as unclaimed mail by closing date of ballot	16
Voting material packs not returned by voters by closing date of the ballot	2,556
Percentage of voting material packs returned by voters to number of people on the roll of voters (b/a)	8 %

Sub Branch Delegate to Council (2)

<u>Candidates</u>	<u>Final Votes</u>
CRANNEY, Emily	107
YOUNG, Lachlan	131
GLASE, Louise	170

Total ballot papers admitted for this office	209
Formal Ballot papers	204
Informal Ballot papers	5

I declare the following elected:	Order Elected
• GLASE, Louise	1
• YOUNG, Lachlan	2

Shehan Liyanage
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
03/09/2024





DECISION

Fair Work (Registered Organisations) Act 2009
s.189—Arrangement for conduct of an election

Independent Education Union of Australia
(E2024/104)

MR STEENSON

SYDNEY, 20 MAY 2024

Arrangement for conduct of election.

[1] On 13 May 2024 the New South Wales/Australian Capital Territory Branch (**Branch**) of the Independent Education Union of Australia lodged with the Fair Work Commission (**Commission**) prescribed information for an election to fill the following offices, due to insufficient nominations received in a previous election (**E2024/34**):

Sub-Branch Delegates to Council from the following Sub-branches:

Central Coast	(2)
Central Metropolitan	(3)
Central West	(2)
Cumberland	(6)
Ku-Ring-Gai	(5)
Lansdowne	(3)
Metropolitan East	(5)
Mid North Coast	(2)
North Coast	(1)
North West	(2)
Northern Beaches	(5)
Northern Suburbs	(6)
Penrith/Blue Mountains	(4)
South Coast	(2)
Southern Suburbs	(6)

[2] The Branch provided the Commission with a copy of the relevant Australian Electoral Commission (**AEC**) declaration for the scheduled election (**E2024/34**). It is noted that the declaration is only for the uncontested offices (i.e. those offices where there was no need for a ballot because the number of nominations for a particular office was less than or equal to the number of offices to be filled).

[3] The Branch confirmed via email on 16 May 2024 that a ballot is being conducted for the contested offices, which is due to close on 6 June 2024. The Branch also confirmed that the election that is still currently being conducted by the AEC is only for the Hunter Valley and Riverina sub-Branch delegates, which are therefore not included in this election decision. Likewise, those sub-Branches where the number of nominations equalled the number of offices to be elected (e.g. the Principals Sub-branch and Monaro Sub-branch) are also not included.

[4] I am satisfied that an election for the abovenamed offices (set out under paragraph 1) is required to be held under the rules of the organisation and, under subsection 189(3) of the *Fair Work (Registered Organisations) Act 2009*, I am making arrangements for the conduct of the election by the AEC.



DELEGATE OF THE GENERAL MANAGER

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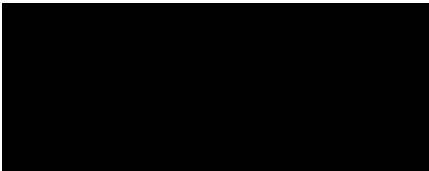
PR755273

PRESCRIBED INFORMATION FOR ELECTIONS in accordance with Section 189 *Fair Work (Registered Organisations) Act 2009* and Regulation 138 *Fair Work (Registered Organisations) Regulations 2009*

I, David Towson, being the Acting Secretary of the Independent Education of Australia NSW/ACT Branch make the following statement:

1. I am authorised to sign this statement containing prescribed information for Independent Education of Australia NSW/ACT Branch.
2. The following information is lodged under subsection 189(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).
3. The election that is required is set out in the table in Annexure A.
4. No rule alterations are pending that will impact the election.

Signed:



Dated: 13 May 2024

NOTE: This statement should be lodged with the Fair Work Commission at least 2 months prior to nominations opening. It can be submitted to regorgs@fwc.gov.au.

Annexure A

- Elections that are required

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
NSW/ACT Branch	Central Coast sub-branch	2	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (863 eligible members)
NSW/ACT Branch	Central Metropolitan sub-branch	3	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (2126 eligible members)
NSW/ACT Branch	Central West sub-branch	2	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (1212 eligible members)
NSW/ACT Branch	Cumberland sub-branch	6	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (2535 eligible members)
NSW/ACT Branch	Ku-ring-Gai sub-branch	5	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (1063 eligible members)
NSW/ACT Branch	Lansdowne sub-branch	3	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (2356 eligible members)

NSW/ACT Branch	Metropolitan East sub-branch	5	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (1377 eligible members)
NSW/ACT Branch	Mid North Coast sub-branch	2	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (915 eligible members)
NSW/ACT Branch	North Coast sub-branch	1	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (1062 eligible members)
NSW/ACT Branch	North West sub-branch	2	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (762 eligible members)
NSW/ACT Branch	Northern Beaches sub-branch	5	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (630 eligible members)
NSW/ACT Branch	Northern Suburbs sub-branch	6	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (1290 eligible members)
NSW/ACT Branch	Penrith/Blue Mountains sub-branch	4	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (1763 eligible members)

NSW/ACT Branch	South Coast sub-branch	2	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (2730 eligible members)
NSW/ACT Branch	Southern Suburbs sub-branch	6	Direct Voting System	Insufficient nominations	Rule 10.15 of NSW/ACT Branch Rules, page 57 (1809 eligible members)

- Important dates:

	Direct Voting System
Nominations OPEN	11 June 2024
Nominations CLOSE	To be determined by the returning officer
Roll of Voters cut-off date	4 June 2024

Note: Our Union Newspaper is posted to members on the 11 June 2024. If the election notice can be posted to members in this publication it would work with the union's publication schedule. The election notice will need to be available by the 23 May 2024.