



18 November 2024

Steven Murphy

National Secretary

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

Sent via email: national.secretary@amwu.org.au

cc: New South Wales Branch, cory.wright@amwu.org.au; Victorian Branch, financevic@amwu.org.au; Queensland Branch, amwuqld@amwu.org.au; South Australian Branch, amwusa@amwu.asn.au; Western Australian Branch, steve.mccartney@amwu.asn.au; Tasmanian Branch, amwutas@amwu.asn.au

Dear Steven Murphy



IMMEDIATE ACTION REQUIRED:

You must take steps after your recent election E2024/80

An election has recently been completed by the Australian Electoral Commission (AEC) for the "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU) 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

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](#).

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.

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU)

DECLARATION OF RESULTS - E2024/80 - Stage 1 Uncontested Offices

Casual Vacancy 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:

National

Assistant National Secretary (1)

Candidates

HENRY Dave

NSW Branch (including ACT)

Rank and file Delegate to National Conference - Apprentice or Member under the age of 30 (1)

Candidates

POWELL Abbie-Rose

Rank and file women Delegate to State Conference (1)

Candidates

BRADY Ariel

Rank and file Delegate to State Conference - Apprentice or Member under the age of 30 (1)

Candidates

POWELL Abbie-Rose

VIC Branch

Rank and File Delegate to National Conference (1)

Candidates

BALLANTYNE Robert

Rank and file women Delegate to National Conference (1)

Candidates

SAMI Pranita

Rank and File Delegate to State Conference (1)

Candidates

BENSON Matthew

Rank and file women Delegates to State Conference (2)

Candidates

CADMAN Ricki

EASTON Liliane

State Organiser (1)

Candidates

HUNTER Marc

QLD Branch (including Northern Territory)

Employed Delegate to National Conference (1)

Candidates

WHITE Denise

Employed Delegates to State Conference (2)

Candidates

LACEY Daniel

SA Branch

Rank and File Delegate to State Conference (1)

Candidates

RITTER-NEWELL Joshua

Rank and file women Delegate to State Conference (1)

Candidates

No Nominations Accepted

WA Branch

Rank and File Delegate to National Conference (1)

Candidates

DALY Maxwell

Rank and file women Delegate to National Conference (1)

Candidates

No Nominations Received

Rank and File Delegate to State Conference (1)

Candidates

DALY Maxwell

Rank and file women Delegate to State Conference (1)

Candidates

No Nominations Received

TAS Branch

Rank and file Delegate to National Conference - Apprentice or Member under the age of 30 (1)

Candidates

REYNOLDS Emily

Rank and file Delegate to State Conference - Apprentice or Member under the age of 30 (1)

Candidates

REYNOLDS Emily

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

Hanish Gupta
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au





DECISION

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

"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union"
known as the Australian Manufacturing Workers' Union (AMWU)
(E2024/80)

MR STEENSON

SYDNEY, 31 MAY 2024

Arrangement for conduct of election.

[1] On 17 April 2024, the "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU) (organisation) lodged prescribed information, and on 22 May and 31 May 2024 lodged amended prescribed information with the Fair Work Commission for an election to fill casual vacancies and insufficient nominations received in previous elections (E2022/182 and E2023/128) in the following offices and non-office positions, for the remainder of the term:

Offices

National

Assistant National Secretary (1)

Female Delegate to National Council

(number to be determined in accordance with the rules, if rules 5B1.1 and 6B.1 are triggered)

NSW Branch (including ACT)

Rank and file Delegate to National Conference - Apprentice or Member under the age of 30 (1)

Rank and file Delegate to State Conference - Apprentice or Member under the age of 30 (1)

Rank and file women Delegate to State Conference (1)

Victorian Branch

Rank and file Delegate to National Conference	(1)
Rank and file women Delegate to National Conference	(1)
Rank and file Delegate to State Conference	(1)
Rank and file women Delegates to State Conference	(2)
State Organiser	(1)
Rank and file female State Councillor	(1)

Queensland Branch (including Northern Territory)

Employed Delegate to National Conference	(1)
Employed Delegates to State Conference	(2)

South Australian Branch

Rank and file Delegate to State Conference	(1)
Rank and file women Delegate to State Conference	(1)
Rank and file State Councillor	(1)

Western Australian Branch

Rank and file Delegate to National Conference	(1)
Rank and file women Delegate to National Conference	(1)
Rank and file Delegate to State Conference	(1)
Rank and file women Delegate to State Conference	(1)
State President	(1)
Rank and file female State Councillor	(1)

Tasmanian Branch

Rank and file Delegate to National Conference - Apprentice or Member under the age of 30	(1)
Rank and file Delegate to State Conference - Apprentice or Member under the age of 30	(1)

Non-office positions

Retired Members Division

Honorary State Secretary, Western Australian Branch (Retired Members) (1)

Honorary State Secretary, Tasmanian Branch (Retired Members) (1)

[2] I note that one of the abovenamed vacancies – the Queensland Branch Employed Delegate to National Conference – arose after a person was declared elected (unopposed) to that role in March 2023 and was then due to take office from 1 July 2023, but left the organisation before that date.

[3] In addition (but in converse circumstances), the vacant offices for the Victorian Branch Rank and File Delegate to National Conference and the Victorian Branch Rank and File Delegate to State Conference arose after the person elected to both of those offices in May 2023, had commenced employment with the organisation in June 2023 – a date before he was due to take office on 1 July 2023. Due the change of his employment status with the organisation in the intervening period before he took office, the elected person was no longer regarded as a rank-and-file member (which in the organisation’s rules excludes AMWU employees) and therefore was ineligible to take up those two Rank and File Delegate offices.

[4] The organisation’s rules, including rules 5B1.1 and 6B.1, provide for the office of Female Delegates to National Council. The rules provide that if the number of women represented on Council is less than 10%, an election would be required. The Commission has been advised that at the time of the scheduled election (E2022/182) being declared, the composition of the National Council was such that an election for Female Delegates to National Council was not required.

[5] However, following the resignation of the Assistant National Secretary (an ex-officio member of National Council), an election for Female Delegate to National Council may be required, depending on whether the Assistant National Secretary office is or is not filled by a female member.

[6] I am satisfied that an election for the abovenamed offices and non-office positions 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 Australian Electoral Commission.



DELEGATE OF THE GENERAL MANAGER

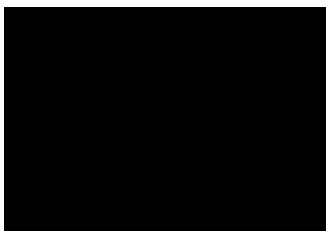
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PRESCRIBED INFORMATION FOR ELECTIONS in accordance with Section 189 of the *Fair Work (Registered Organisations) Act 2009* and Regulation 138 of the *Fair Work (Registered Organisations) Regulations 2009*, with a request under Section 187 of the *Fair Work (Registered Organisations) Act 2009*

I, STEVE MURPHY, being the NATIONAL SECRETARY of the “AUTOMOTIVE, FOOD, METALS, ENGINEERING, PRINTING AND KINDRED INDUSTRIES UNION”, KNOWN AS THE AUSTRALIAN MANUFACTURING WORKERS’ UNION (AMWU) make the following statement:

1. I am authorised to sign this statement containing prescribed information for the “AUTOMOTIVE, FOOD, METALS, ENGINEERING, PRINTING AND KINDRED INDUSTRIES UNION”, KNOWN AS THE AUSTRALIAN MANUFACTURING WORKERS’ UNION (AMWU).
2. The following information is lodged under subsection 189(1) of the *Fair Work (Registered Organisations) Act 2009 (RO Act)*.
3. The elections required in Annexure A are direct elections.
4. The elections required in Annexure B are collegiate elections and will be subject to the direct elections being declared.
5. A copy of the request under section 187 for the AEC to conduct an election for any non-office positions is attached (see Annexure C).
6. No rule alterations are pending that will impact the election(s).
7. This statement is lodged at least 2 months before nominations open for the election(s) below.



Signed: STEVE MURPHY, NATIONAL SECRETARY

Dated: 31 May 2024

ANNEXURE A

Branch	Name of Office	Number required	Voting System <i>Direct voting system; Collegiate electoral system</i>	Reason for Election <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	Electorate
<i>National</i>	<i>Assistant National Secretary</i>	<i>1</i>	<i>Direct</i>	<i>Casual Vacancy</i>	<i>All financial members Rule 6A</i>
<i>NSW Branch</i>	<i>Delegate to National Conference – Apprentice or Member under 30 years</i>	<i>1</i>	<i>Direct</i>	<i>Insufficient nominations</i>	<i>All financial members in NSW and the ACT who are apprentices or under 30 years of age and by all financial members in NSW and the ACT Rule 5A1, 6A</i>
<i>NSW Branch</i>	<i>Women Delegates to State Conference</i>	<i>1</i>	<i>Direct</i>	<i>Insufficient nominations</i>	<i>All financial members in NSW and the ACT who are women and by all financial members in NSW and the ACT Rule 5D1, 6A</i>
<i>NSW Branch</i>	<i>Delegate to State Conference – Apprentice or Member under 30 years.</i>	<i>1</i>	<i>Direct</i>	<i>Insufficient nominations</i>	<i>All financial members in NSW and the ACT who are apprentices or under 30 years of age and by all financial members in NSW and the ACT Rule 5D1, 6A</i>
<i>Victorian Branch</i>	<i>Rank and File Delegate to National Conference</i>	<i>1</i>	<i>Direct</i>	<i>Casual vacancy</i>	<i>All financial members in Victoria Rule 5A1, 6A</i>
<i>Victorian Branch</i>	<i>Women Delegates to National Conference</i>	<i>1</i>	<i>Direct</i>	<i>Casual vacancy</i>	<i>All financial members in Victoria who are women and by all financial members in Victoria Rule 5A1, 6A</i>

Branch	Name of Office	Number required	Voting System <i>Direct voting system; Collegiate electoral system</i>	Reason for Election <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	Electorate
<i>Victorian Branch</i>	<i>Rank and File Delegate to State Conference</i>	<i>1</i>	<i>Direct</i>	<i>Casual vacancy</i>	<i>All financial members in Victoria Rule 5D1, 6A</i>
<i>Victorian Branch</i>	<i>Women Delegates to State Conference</i>	<i>2</i>	<i>Direct</i>	<i>1 X Insufficient nominations 1 X Casual vacancy</i>	<i>All financial members in Victoria who are women and by all financial members in Victoria Rule 5D1, 6A</i>
<i>Victorian Branch</i>	<i>State Organiser</i>	<i>1</i>	<i>Direct</i>	<i>Casual vacancy</i>	<i>All financial members in Victoria Rule 6A, 5H3.4, 5H3.4(b)</i>
<i>Queensland Branch</i>	<i>Employed Delegate to National Conference</i>	<i>1</i>	<i>Direct</i>	<i>Casual Vacancy</i>	<i>All financial members in Queensland and Northern Territory Rule 5A1, 6A</i>
<i>Queensland Branch</i>	<i>Employed Delegate to State Conference</i>	<i>2</i>	<i>Direct</i>	<i>1 X Insufficient nominations 1 X Casual vacancy</i>	<i>All financial members in Queensland and Northern Territory Rule 5D1, 6A</i>
<i>South Australian Branch</i>	<i>Rank and File Delegate to State Conference</i>	<i>1</i>	<i>Direct</i>	<i>Casual vacancy</i>	<i>All financial members in South Australia Rule 5D1, 6A</i>
<i>South Australian Branch</i>	<i>Women Delegates to State Conference</i>	<i>1</i>	<i>Direct</i>	<i>Casual vacancy</i>	<i>All financial members in SA who are women and by all financial members in South Australia Rule 5D1, 6A</i>

<i>Western Australian Branch</i>	<i>Rank and File Delegate to National Conference</i>	<i>1</i>	<i>Direct</i>	<i>Casual vacancy</i>	<i>All financial members in Western Australia Rule 5A1, 6A</i>
<i>Western Australian Branch</i>	<i>Women Delegates to National Conference</i>	<i>1</i>	<i>Direct</i>	<i>Casual vacancy</i>	<i>All financial members in WA who are women and by all financial members in Western Australia Rule 5A1, 6A</i>
<i>Western Australian Branch</i>	<i>Rank and File Delegate to State Conference</i>	<i>1</i>	<i>Direct</i>	<i>Casual vacancy</i>	<i>All financial members in Western Australia Rule 5D1, 6A</i>
<i>Western Australian Branch</i>	<i>Women Delegates to State Conference</i>	<i>1</i>	<i>Direct</i>	<i>Casual vacancy</i>	<i>All financial members in WA who are women and by all financial members in Western Australia Rule 5D1, 6A</i>
<i>Tasmanian Branch</i>	<i>Delegate to National Conference – Apprentice or Member under 30 years</i>	<i>1</i>	<i>Direct</i>	<i>Insufficient nominations</i>	<i>All financial members in Tasmania who are apprentices or under 30 years of age and by all financial members in Tasmania Rule 5A1, 6A</i>
<i>Tasmanian Branch</i>	<i>Delegate to State Conference – Apprentice or Member under 30 years.</i>	<i>1</i>	<i>Direct</i>	<i>Insufficient nominations</i>	<i>All financial members in Tasmania who are apprentices or under 30 years of age and by all financial members in Tasmania Rule 5D1, 6A</i>

Important dates:

	Electoral System
Nominations OPEN	<i>To be determined by the Returning Officer</i>
Nominations CLOSE	<i>To be determined by the Returning Officer</i>
Roll of Voters cut off date	<i>To be determined by the Returning Officer</i>

ANNEXURE B

Branch	Name of Office	Number required	Voting System <i>Direct voting system; Collegiate electoral system</i>	Reason for Election <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	Electorate
<i>National</i>	<i>Female Delegates to National Council</i>	<i>TBD subject to the election as per Schedule A</i>	<i>Collegiate</i>	<i>Scheduled</i>	<i>Delegates to National Conference Rules 5B1.1(b), 5B1.2, 6B.1</i>
<i>Victorian Branch</i>	<i>Rank and file female State Councillor</i>	<i>1</i>	<i>Collegiate</i>	<i>Casual vacancy</i>	<i>Delegates to the Victorian State Conference Rule 5E1.1(b), 6C.1(b)</i>
<i>South Australian Branch</i>	<i>Rank and file State Councillor</i>	<i>1</i>	<i>Collegiate</i>	<i>Casual vacancy</i>	<i>Delegates to the South Australian State Conference Rule 5E1.1(a), 6C.1(b)</i>
<i>Western Australian Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Insufficient nominations</i>	<i>Delegates to the WA State Conference Rule 6C.1(a)</i>
<i>Western Australian Branch</i>	<i>Rank and file female State Councillor</i>	<i>1</i>	<i>Collegiate</i>	<i>Casual vacancy</i>	<i>Delegates to the WA State Conference Rules 5E1.1(b), 6C.1(b)</i>

Important dates:

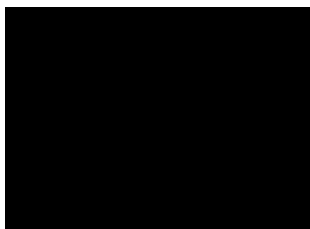
	Collegiate Electoral System
Nominations OPEN	<i>To be determined by the Returning Officer</i>
Nominations CLOSE	<i>To be determined by the Returning Officer</i>
Roll of Voters cut off date	<i>To be determined by the Returning Officer</i>

ANNEXURE C

Dear Electoral Commissioner.

I, STEVE MURPHY, am writing to request, pursuant to subsection 187(1) of the *Fair Work (Registered Organisations) Act 2009*, that the Australian Electoral Commission conduct an election for those positions listed in the table in Annexure D which are not offices, but which require an election under the rules of our organisation.

I confirm I am an officer of the "AUTOMOTIVE, FOOD, METALS, ENGINEERING, PRINTING AND KINDRED INDUSTRIES UNION", KNOWN AS THE AUSTRALIAN MANUFACTURING WORKERS' UNION (AMWU) who is authorised by the Committee of Management to sign this request.



Signed: STEVE MURPHY, NATIONAL SECRETARY

Dated: 31 May 2024

ANNEXURE D

Branch	Name of Office	Number required	Voting System <i>Direct voting system; Collegiate electoral system</i>	Reason for Election <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	Electorate
<i>Western Australian Branch</i>	<i>Honorary State Secretary – Retired Members Division</i>	<i>1</i>	<i>Direct voting system</i>	<i>Insufficient nominations</i>	<i>All financial members of the Retired Members Division in Western Australia Rule 7G2</i>
<i>Tasmanian Branch</i>	<i>Honorary State Secretary – Retired Members Division</i>	<i>1</i>	<i>Direct voting system</i>	<i>Insufficient nominations</i>	<i>All financial members of the Retired Members Division in Tasmania Rule 7G2</i>

Important dates:

	Direct Voting Electoral System
Nominations OPEN	<i>To be determined by the Returning Officer</i>
Nominations CLOSE	<i>To be determined by the Returning Officer</i>
Roll of Voters cut off date	<i>To be determined by the Returning Officer</i>