



4 November 2024

Adrian Smith
Branch Secretary/Treasurer
Police Federation of Australia-Australian Federal Police Association Branch
Sent via email: adrian.smith@afpa.org.au

cc: Kevin Morton, pfa@pfa.org.au

Dear Adrian Smith



IMMEDIATE ACTION REQUIRED:

You must take steps after your recent election E2024/83

An election has recently been completed by the Australian Electoral Commission (AEC) for the Police Federation of Australia-Australian Federal Police Association 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

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](#).



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 November 2024

Post-election report

Police Federation of Australia

Australian Federal Police Association Branch

E2024/83

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

Organisation: Police Federation of Australia - Australian Federal Police Association Branch

Election Decision No: E2024/83

Election: Insufficient Nominations

Date ballot closed: 31 October 2024

Date results declared: 8 October 2024 (Uncontested)
31 October 2024 (Contested)

Date PER due: 30 November 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 E2024/83 on 8 October 2024 (Uncontested) and 31 October 2024 (Contested). For a copy, see **Attachment A and B**.

Police Federation of Australia Rules

Police Federation of Australia Rules used for the election:

- 200V: Incorporates alterations of 20 November 2023 [R2023/84]

Roll of Voters

There were no matters in relation to the roll of voters including those matters contained in subsection 197(3) of the Act.

Written allegations of any irregularities

The AEC did not receive any written allegation of irregularities during the election.

Other irregularities

The AEC did not identify any other irregularities in the election.

Signed

Ishtiaq Ahmed
Returning Officer
Australian Electoral Commission
E: IEBevents@aec.gov.au
P: 03 9285 7111
4 November 2024

Attachments

- A. Declaration of Results for Uncontested Offices
- B. Declaration of Results for Contested Offices

Police Federation of Australia
Australian Federal Police Association Branch
DECLARATION OF RESULTS - E2024/83
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:

Australian Federal Police Association Branch - Community Policing Zone

Zone Workplace Delegates (4)

Candidates

LANGLANDS Heath

POLOSAK Robert

REIS David

Canberra Zone

Zone Convenor (1)

Candidates

KOSEC Tomaz

Executive & International Zone

Zone Convenor (1)

Candidates

No Nominations Accepted

Zone Workplace Delegates (2)

Candidates

No Nominations Accepted

Forensics Zone

Zone Workplace Delegate (1)

Candidates

GREEN Jodie

Protective Service Officers Zone

Zone Workplace Delegates (2)

Candidates

GOLDRING Joel

Queensland Zone

Zone Convenor (1)

Candidates

No Nominations Received

Zone Workplace Delegate (1)

Candidates

HINDS Gregory

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

Ishtiaq Ahmed
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
8/10/2024



Police Federation of Australia
Australian Federal Police Association Branch
DECLARATION OF RESULTS - E2024/83
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:

Canberra Zone

VOTING MATERIAL ISSUED	
Total number of people on the roll of voters (a)	667
Number of voters issued with voting material	667
Total number of voters issued with replacement voting material	0
Total number of voting material packs issued	667
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)	3
Number of ballot papers missing inside the declaration envelope (minus)	1
COUNT	
Total ballot papers admitted to the count	131
LATE OR UNRETURNED VOTING MATERIAL	
Voting material returned as unclaimed mail by closing date of ballot	35
Voting material packs not returned by voters by closing date of the ballot	497
Percentage of voting material packs returned by voters to number of people on the roll of voters (b/a)	20 %

Zone Workplace Delegate (1)

<u>Candidates</u>	<u>Final Votes</u>
HEFFERNAN, AnnMarie	73
BUDD, Christopher	58

Total ballot papers admitted for this office	131
Formal Ballot papers	131
Informal Ballot papers	0

I declare the following elected:

- HEFFERNAN, AnnMarie

Victoria and Tasmania Zone

VOTING MATERIAL ISSUED	
Total number of people on the roll of voters (a)	436
Number of voters issued with voting material	436
Total number of voters issued with replacement voting material	0
Total number of voting material packs issued	436
VOTING MATERIAL RETURNED	
Total number of envelopes returned for scrutiny by closing date of ballot (b)	146
Number of declaration envelopes rejected at preliminary scrutiny (minus)	3
Number of ballot papers returned outside declaration envelopes (minus)	0
COUNT	
Total ballot papers admitted to the count	143
LATE OR UNRETURNED VOTING MATERIAL	
Voting material returned as unclaimed mail by closing date of ballot	15
Voting material packs not returned by voters by closing date of the ballot	275
Percentage of voting material packs returned by voters to number of people on the roll of voters (b/a)	33 %

Zone Workplace Delegates (1)

<u>Candidates</u>	<u>Final Votes</u>
DALY, Tim	30
CASTLES, Brendan	113

Total ballot papers admitted for this office	143
Formal Ballot papers	143
Informal Ballot papers	0

I declare the following elected:

- CASTLES, Brendan

Ishtiaq Ahmed
Returning Officer
Telephone: 03 9285 7111
Email: IEBevents@aec.gov.au
31/10/2024



DECISION

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

Police Federation of Australia
(E2024/83)

MR STEENSON

SYDNEY, 11 JUNE 2024

Arrangement for conduct of election.

[1] On 19 April 2024 the Australian Federal Police Association Branch (the **Branch**) of the Police Federation of Australia lodged with the Fair Work Commission (the **Commission**) prescribed information, and on 11 June 2024 lodged amended prescribed information, for an election to fill the following offices, due to insufficient nominations received in a previous election (**E2023/42**):

<u>Community Policing Zone</u>	
Zone Workplace Delegates	(4)
<u>Executive and International Zone</u>	
Zone Convenor	(1)
Zone Workplace Delegates	(2)
<u>Forensics Zone</u>	
Zone Workplace Delegate	(1)
<u>Protective Service Officers Zone</u>	
Zone Workplace Delegates	(2)
<u>Canberra Zone</u>	
Zone Convenor	(1)
Zone Workplace Delegate	(1)
<u>Queensland Zone</u>	
Zone Convenor	(1)
Zone Workplace Delegate	(1)
<u>Victoria and Tasmania Zone</u>	
Zone Workplace Delegates	(1)

[2] I am satisfied that an election for the abovenamed offices 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 (the AEC).

[3] I note that the original prescribed information lodged on 19 April 2024 also requested elections for two additional offices, those being the following:

Intelligence Canberra Zone
Zone Convenor (1)

Specialist Response Group Zone
Zone Workplace Delegate (1)

[4] The Branch’s request in relation to these offices appeared inconsistent with the declaration of results issued by the AEC on 21 July 2023 for E2023/42, with that declaration stating that those offices were filled. Staff of the Branch stated to Commission staff that the inconsistencies were apparently due to one candidate being elected for a Zone to which he was no longer assigned, and another being erroneously declared elected in two offices. Staff of the Commission contacted the AEC Returning Officer on 31 May 2024 seeking clarification.

[5] At this stage, and following consultations by the Commission with representatives of both the AEC and the Branch staff, on the available information I am not presently able to reach a conclusion that these two offices are, in fact, unoccupied. Section 189 of the RO Act requires me, as Delegate of the General Manager, to make arrangements for an election if I am satisfied that such an election is required. Given the conflicting information as to these two particular offices, I cannot be so satisfied in relation to these two offices, and therefore decline at this stage to make arrangements for the conduct of elections for the two offices identified in paragraph [3] of this decision. For the avoidance of doubt, I confirm that an election for the offices listed in paragraph [1] is required.

[6] The Commission will engage in further consultation with the Branch and the AEC in relation to the two offices discussed above, and if it is later determined that the conduct of an election for these offices is warranted, then a separate (or amending decision) can be issued in respect of those.



DELEGATE OF THE GENERAL MANAGER

Printed by authority of the Commonwealth Government Printer

PR755289

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, Adrian Graeme Smith, being the Secretary of the Australian Federal Police Association (AFPA) make the following statement:

1. I am authorised to sign this statement containing prescribed information for the Australian Federal Police Association Branch of the Police Federation of Australia.
2. The following information is lodged under subsection 189(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).
3. The elections that are required are set out in the table in Annexure A.
4. Insufficient nominations were received in an earlier election and the declaration of results are attached.
5. No rule alterations are pending that will impact the election.
6. This statement **IS** lodged at least 2 months before nominations open for the election in Annexure A.
7. If the number of elected representatives is calculated on a formula(s) defined in the rules]:
 - a. Rule 72(3) and 95(2)(c) specify the formulas for determining the number of delegates required for each zone.
 - b. The formula is:
 - (i) 1 to 100 members: one delegate;
 - (ii) 101 to 200 members: two delegates;
 - (iii) 201 to 300 members: three delegates;
 - (iv) 301 to 400 members: four delegates;
 - (v) 401 to 500 members: five delegates;
 - (vi) 501 to 600 members: six delegates;
 - (vii) 601 to 700 members: seven delegates;
 - (viii) 701 members and above eight delegates
8. The information for calculating the formula is the number of members in each zone.



Signed: Secretary/Treasurer

Dated: Thursday, 06 June 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
AFPA Branch – Community Policing Zone	Zone Workplace Delegate/Council Delegate	4	Direct Voting System	Insufficient nominations	Rule 95 – Zone Election Rule
AFPA Branch – Canberra Zone	Zone Convenor	1	Direct Voting System	Insufficient nominations	Rule 95 – Zone Election Rule
AFPA Branch – Canberra Zone	Zone Delegate	1	Direct Voting System	Insufficient nominations	Rule 95 – Zone Election Rule
AFPA Branch – Executive & International Zone	Zone Convenor	1	Direct Voting System	Insufficient nominations	Rule 95 – Zone Election Rule
AFPA Branch – Executive & International Zone	Zone Workplace Delegate/Council Delegate	2	Direct Voting System	Insufficient nominations	Rule 95 – Zone Election Rule
AFPA Branch – Forensics Zone	Zone Workplace Delegate/Council Delegate	1	Direct Voting System	Insufficient nominations	Rule 95 – Zone Election Rule
AFP Branch – Protective Service Officers Zone	Zone Workplace Delegate/Council Delegate	2	Direct Voting System	Insufficient nominations	Rule 95 – Zone Election Rule

AFPA Branch – QLD Zone	Zone Convenor	1	Direct Voting System	Insufficient nominations	Rule 95 – Zone Election Rule
AFPA Branch – QLD Zone	Zone Delegate	1	Direct Voting System	Insufficient nominations	Rule 95 – Zone Election Rule
AFPA Branch – VIC and TAS Zone	Zone Workplace Delegate/Council Delegate	1	Direct Voting System	Insufficient nominations	Rule 95 – Zone Election Rule

- Important dates:

	Direct Voting System	Collegiate Electoral System
Nominations OPEN	To be nominated by the returning officer.	N/A
Nominations CLOSE	To be nominated by the returning officer.	N/A
Roll of Voters cut off date	To be nominated by the returning officer.	N/A

NOTES: For insufficient nominations and casual vacancies, the date nominations open and close, unless specified in the rules, should be listed as ‘To be determined by the returning officer’. This also applies where rules are silent as to the nominated dates.

If the nomination dates are ‘To be Determined by the Returning Officer’, but your organisation has a preference, please state ‘To be Determined by Returning Officer’ and clearly indicate that your nominated date is a preference.

If the P.I. includes a position that is not an office, please refer to our template *Prescribed information for the election of officer and non-officer positions*.