



16 July 2024

Steve Abboushi  
District Secretary  
Construction, Forestry and Maritime Employees Union - Manufacturing Division - Victorian District  
Sent via email: [compliance@cfmeumd.org](mailto:compliance@cfmeumd.org)

cc: Construction, Forestry and Maritime Employees Union - Manufacturing Division,  
[manufacturing@cfmeumd.org](mailto:manufacturing@cfmeumd.org)

Dear Steve Abboushi

**The Construction, Forestry and Maritime Employees Union - Manufacturing Division - Victorian District's Officer and Related Party Disclosure Statement (ORP Statement)**

Thank you for providing your ORP Statement. Your ORP Statement includes information required to be provided to your members and lodged under subsection 293J of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

**Summary of your ORP Statement and Review Outcome**

Financial year ending 31 December 2023

Matter number ORP2023/296

Date lodged 28 June 2024

Result FILED

**Your assessment**

Your ORP Statement has been assessed. The review confirmed that the officer and related party disclosure obligations set out in the RO Act have been satisfied and that the ORP Statement was lodged within the required timeframe. The ORP Statement has now been filed.

**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](#).

If you have any queries we can be contacted on 1300 341 665 or by email [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

Yours sincerely

**Fair Work Commission**

# OFFICER AND RELATED PARTY DISCLOSURE STATEMENT in accordance with Section 293J *Fair Work (Registered Organisations) Act 2009*

I, Leo Skourdombis, being the Assistant National Secretary of the Construction, Forestry and Maritime Employees Union – Manufacturing Division, declare the following Officer and Related Party (ORP) Disclosure Statement.

<b>Organisation name</b>	Construction, Forestry and Maritime Employees Union	<b>Branch name</b>	Manufacturing Division – Victoria District
<b>Financial year start date</b>	01 January 2023	<b>Financial year end date</b>	31 December 2023
<p><b>INSTRUCTIONS FOR COMPLETING THIS STATEMENT:</b></p> <ol style="list-style-type: none"> <li>1. Answer the question about how many officers receive remuneration (remember this includes remuneration from external boards)</li> <li>2. Enter information into the tables about your branch or organisation. Add extra lines if needed (e.g. if more than one officer receives the same remuneration)</li> <li>3. If there are no disclosures in any of the cells below, please insert 'NIL'</li> </ol>			

## Top five rankings of officers – relevant remuneration and non-cash benefits

<b>How many officers do you have who receive remuneration?</b>	<i>Please circle</i>	0	1	2	<b>3</b>	4	5	5+
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Remuneration includes wages and salary (including superannuation), fees, allowances, benefits and other entitlements paid by the organisation AND payments from external board positions (even if not retained by the officer).

When all officers in the Construction, Forestry and Maritime Employees Union – Manufacturing Division – Victoria District are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

Full Name	Office (e.g. Secretary)	Actual amount of relevant remuneration	Value of relevant non-cash benefits	Form of relevant non-cash benefits (e.g. car)
1.Elizabeth Macpherson <sup>1</sup>	TCF Assistant Secretary	\$162,303.55	\$11,782.35	CAR
2.Steven Abboushi	District Secretary	\$151,491.64	\$5,427.74	CAR
3.Nguyet Nguyen <sup>2</sup>	TCF Full Time Officer	\$128,127.28	\$5,739.16	CAR
4.NIL	NIL	\$NIL	\$NIL	NIL
5.NIL	NIL	\$NIL	\$NIL	NIL

1. Elizabeth Macpherson's relevant remuneration includes salary for period 01 January 2023 – 31 December 2023 of \$157,206.91 and \$5,096.64 of paid out entitlements.
2. Nguyet Nguyen's relevant remuneration includes salary for period 01 January 2023 – 31 December 2023 of \$124,227.58 and \$3,899.70 of paid out entitlements.

## Payments to related parties and declared persons or bodies

During the financial year, the following payments were made to related parties or declared persons or bodies. The details of these payments are included below. (This list does not include payments that are exempted from disclosure under section 293G).

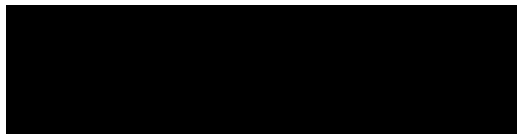
Date	Name	Nature of relationship (e.g. company owned by Secretary)	Purpose of payment (e.g. catering)	Amount	Other relevant details
NIL	NIL	NIL	NIL	\$ NIL	NIL
NIL	NIL	NIL	NIL	\$ NIL	NIL
NIL	NIL	NIL	NIL	\$ NIL	NIL
NIL	NIL	NIL	NIL	\$ NIL	NIL

<b>Date</b>	<b>Name</b>	<b>Nature of relationship</b> <i>(e.g company owned by Secretary)</i>	<b>Purpose of payment</b> <i>(e.g. catering)</i>	<b>Amount</b>	<b>Other relevant details</b>
NIL	NIL	NIL	NIL	\$ NIL	NIL
NIL	NIL	NIL	NIL	\$ NIL	NIL

I declare that:

- the officers listed in this ORP statement are those whose relevant remuneration places them in the top five rankings of officers;
- where fewer officers are listed, this is because only those listed officers received relevant remuneration;
- the only officers in the top five rankings who received non-cash benefits are those for whom an amount is listed in the non-cash benefits column;
- the persons and entities listed under ‘payments to related parties’ are the only related parties or declared persons or bodies that are required to be disclosed under section.293G, where none are listed this is because there were no disclosable payments;

Signed (by the officer making the declaration):



**Leo Skourdombis – Assistant National Secretary**

**Construction, Forestry and Maritime Employees Union – Manufacturing Division**

Dated: 28 JUNE 2024