



21 October 2024

Leroy Lazaro

Branch Secretary

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Communications Division - Victorian Postal and Telecommunications Branch

Sent via email: [office@cwuvic.asn.au](mailto:office@cwuvic.asn.au)

cc: Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, [governance@cepu.asn.au](mailto:governance@cepu.asn.au)

Dear Leroy Lazaro

**The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Communications Division - Victorian Postal and Telecommunications Branch'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 March 2024

Matter number ORP2024/14

Date lodged 24 September 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, however please read the advice below for future lodgements.

**Advice for future lodgements:**

Please note for future ORP Statement lodgements that a cash value **must** be provided for non-cash benefits provided by the organisation to office holders. There is no value listed for the relevant non-cash benefits provided for one office holder. On enquiring I was informed that the office holder paid the relevant cost by salary sacrifice, Fringe Benefits Tax (FBT) was also referred to. Please note that the value of the non-cash benefit for a car should include the value of the car, as well as the running costs and FBT has **no** bearing on the reporting requirements of subsection 293J of the RO Act, and should not be considered when completed an ORP statement.

**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, Leroy Lazaro, being the State Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, Communications Division Victorian Postal and Telecommunications Branch (CEPU Victorian P&T Branch), declare the following Officer and Related Party (ORP) Disclosure Statement.

<b>Organisation name</b>	CEPU	<b>Branch name</b>	Victorian Postal and Telecommunications
<b>Financial year start date</b>	01/4/2023	<b>Financial year end date</b>	31/3/2024

### INSTRUCTIONS FOR COMPLETING THIS STATEMENT:

1. Answer the question about how many officers receive remuneration (remember this includes remuneration from external boards)
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)
3. If there are no disclosures in any of the cells below, please insert 'NIL'

## 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	3	4	<b>5</b>	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 [ORGANISATION OR BRANCH] are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

Full Name	Office <i>(e.g. Secretary)</i>	Actual amount of relevant remuneration	Value of relevant non-cash benefits	Form of relevant non-cash benefits <i>(e.g. car)</i>
1. CINDY SHELLEY	ORGANISER	\$111,505.10	\$ 3340.24	CAR
2. BRENDAN HENLEY	ORGANISER	\$107,568.59	\$ 2400.00	CAR
3. LEROY LAZARO	BRANCH SECRETARY	\$106,230.88	\$1560.00	CAR
4. TROY MCGUINNESS	ORGANISER	\$ 104,338.49	\$ NIL	CAR
5. VALARIE BUTLER	INDUSTRIAL OFFICER	\$78,151.39	\$NIL	NIL

## 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 <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
	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):



Dated: 24 September 2024

**[This form must be signed by an officer]**

**PLEASE NOTE: The Officer and Related Party Disclosure Statement must be provided to all members and a copy lodged with the Fair Work Commission (the Commission) within six months of the end of the financial year.** It can be lodged with the Commission by emailing to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au). ALL BRANCHES are required to lodge an Officer and Related Party Disclosure Statement. It is then published on the Commission website.

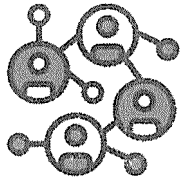
## Did you know?



### **Relevant remuneration is more than just the remuneration paid to the officer by the organisation**

It includes remuneration paid to the officer:

- by boards (such as a superannuation board) in certain circumstances; and
- by a related party of the organisation/branch in connection with the performance of the officer's duties as an officer.



### **The definition of related party in section 9B has some big differences from the definition in the accounting standards which applies to financial reporting**

- it includes an entity controlled by an organisation, other than a branch, sub-branch, division or subdivision of the organisation or a state/territory-registered association of employees or employers of which the organisation is the federal counterpart
- it includes entities that were a related party at any time within the previous six months
- it also includes entities that believe, or have reasonable grounds to believe, that it is likely to become a related party of the organisation at any time in the future

Some related party payments are exempt from disclosure.



### Declared persons or body do not have exemptions

All payments must be disclosed that have been made to declared persons or bodies.

A declared person or body is:

- a person or body that an officer with financial management duties has disclosed a material personal interest in, and;
- the officer has not notified the organisation or branch that the officer no longer has the interest.



For **further information** on definitions and these requirements please see our:

- fact sheet for [disclosure obligations](#)
- [compliance calculator](#) for due dates
- [Panel discussion on completing the template](#) or our [podcast demystifying the ORP statement](#) and
- guidance notes for [officers](#) or [organisations](#)