



Fair Work  
Commission

15 November 2024

Brett Lemin  
Executive Director  
Waste Contractors & Recyclers Association of NSW  
Sent via email: [brett@wcra.com.au](mailto:brett@wcra.com.au)

Dear Brett Lemin

### The Waste Contractors & Recyclers Association of NSW'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 30 June 2024

Matter number ORP2024/252

Date lodged 14 November 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, Michelle Ford, being the Secretary of the Waste Contractors and Recyclers Association of NSW declare the following Officer and Related Party (ORP) Disclosure Statement.

|                                  |  |                                |              |
|----------------------------------|--|--------------------------------|--------------|
| <b>Organisation name</b>         | Waste Contractors and Recyclers Association of NSW | <b>Branch name</b>             | n/a          |
| <b>Financial year start date</b> | 1 July 2023  | <b>Financial year end date</b> | 30 June 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> | <b>0</b> | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>5+</b> |
|--|----------------------|----------|----------|----------|----------|----------|----------|-----------|

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 Waste Contractors and Recyclers Association of NSW are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

| Full Name        | Office<br>(e.g. Secretary) | Actual amount of relevant remuneration | Value of relevant non-cash benefits | Form of relevant non-cash benefits (e.g. car) |
|------------------|----------------------------|--|-------------------------------------|---|
| 1.Harry Wilson   | President                  | \$0                                    | \$0                                 | n/a   |
| 2.David Gater    | Vice President             | \$0                                    | \$0                                 | n/a   |
| 3.Bijal Dixit    | Treasurer                  | \$0                                    | \$0                                 | n/a   |
| 4.Michelle Ford  | Secretary                  | \$0                                    | \$0                                 | n/a   |
| 5.Graham Knowles | Executive Member           | \$0                                    | \$0                                 | n/a   |

## 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<br>(e.g company owned by Secretary)                           | Purpose of payment<br>(e.g. catering)                                    | Amount     | Other relevant details |
|-----------------------------|--------------|--|--|------------|------------------------|
| 1 July 2023 to 30 June 2024 | Stuart Baird | Stuart is a Member of the Executive and the NSW/ACT Manager of Cleanaway             | Cleanaway provides sanitary waste collection services to the Association | \$147.58   |                        |
| 1 July 2023 to 30 June 2024 | David Gater  | David is a Member of the Executive and the NSW/ACT State Transport Manager of Veolia | Veolia provides waste & recycling collection services to the Association | \$1,176.32 |                        |

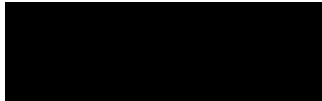
| Date                             | Name        | Nature of relationship<br><i>(e.g. company owned by Secretary)</i>                           | Purpose of payment<br><i>(e.g. catering)</i>   | Amount       | Other relevant details |
|----------------------------------|-------------|--|--|--------------|------------------------|
| 1 July 2023 to 30 June 2024      | Tony Khoury | Transector Pty Ltd is a private company that is owned by the Executive Director, Tony Khoury | Management & administration of the Association includes payments to sub-contractors performing these services. Up until 21 December 2023. Then a \$3000 per month retainer till 30 June 2024 | \$257,487.00 |                        |
| 4 September 2023 to 30 June 2024 | Brett Lemin | BCL Management is a private company that is owned by the Executive Director, Brett Lemin     | Management & administration of the Association includes payments to sub-contractors performing these services  | \$247,710.00 |                        |
|                                  |             |  |  | \$           |                        |
|                                  |             |  |  | \$           |                        |

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 : Michelle Ford - Secretary



Dated: 11.9.2024

[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.