



## DECISION

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

**The Australian Workers' Union**  
(E2024/163)

MR STEENSON

SYDNEY, 6 DECEMBER 2024

*Arrangement for conduct of election.*

[1] On 1 November 2024 the Australian Workers' Union (**AWU**) lodged with the Fair Work Commission prescribed information for an election to fill the following offices under section 189 as well as a non-office position under section 187 of the *Fair Work (Registered Organisations) Act 2009* (the Act), for a new term of office.

[2] The list of offices is set out in **Attachment A**. The non-office position is set out in **Attachment B**.

[3] For some of the offices, in particular Delegates to National Conference and National Executive, each Branch Secretary holds the role of Delegate by virtue of their office. On 6 December 2024, the AWU helpfully clarified the number of Delegates (additional to the Branch Secretary) to be elected by particular branches, as well as the name of one of the sub-branches listed in the prescribed information.

[4] 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.



DELEGATE OF THE GENERAL MANAGER

Printed by authority of the Commonwealth Government Printer

PR755382

## ATTACHMENT A

### Offices

#### **National Offices**

National Secretary	(1)
Assistant National Secretary	(1)
National President (honorary)	(1)
National Vice Presidents (honorary)	(6)

#### **New South Wales Branch**

Branch Secretary (National Executive Member, National Conference Delegate)	(1)
Branch President (honorary)	(1)
Branch Assistant Secretaries	(2)
Branch Senior Vice President	(1)
Branch Vice Presidents	(2)
Branch Executive Committee Members (honorary)	(13)
National Executive Members (honorary)	(2)
National Conference Delegates (honorary)	(10)

#### **Queensland Branch**

Branch Secretary (National Executive Member, National Conference Delegate)	(1)
Branch President (honorary)	(1)
Branch Assistant Secretary	(1)
Branch Vice Presidents (honorary)	(3)
National Executive Members (honorary)	(2)
National Conference Delegates (honorary)	(11)

Branch Executive Committee Members (honorary) to be elected by the members within the following Districts:

South Western District	(1)
Western District	(1)
Central District	(1)
Northern District	(1)
Far Northern District	(1)
Southern District	(1)

Delegates to Branch Delegates Meetings (honorary) from the following Districts:

South Western District	(1)
Western District	(1)
Central District	(1)
Northern District	(2)
Far Northern District	(1)
Southern District	(3)

District Secretaries for each of the following Districts:

South Western District	(1)
Western District	(1)
Central District	(1)
Northern District	(1)
Far Northern District	(1)
Southern District	(1)

**South Australian Branch**

Branch Secretary (National Executive Member, National Conference Delegate)	(1)
Branch President (honorary)	(1)
Branch Assistant Secretary	(1)
Branch Vice Presidents (honorary)	(2)
Branch Organisers – Branch Executive Committee Members	(3)
Branch Executive Committee Members (honorary)	(8)
National Conference Delegates (honorary)	(2)

**Tasmanian Branch**

Branch Secretary (National Executive Member, National Conference Delegate)	(1)
Branch President (honorary)	(1)
Branch Assistant Secretary	(1)
Branch Vice President (honorary)	(1)
Branch Organiser – Branch Executive Committee Member	(1)
Branch Executive Committee Members (honorary)	(6)
National Conference Delegate (honorary)	(1)

**Victorian Branch**

Branch Secretary (National Executive Member, National Conference Delegate)	(1)
Branch President (honorary)	(1)
Branch Assistant Secretaries	(2)
Branch Vice Presidents (honorary)	(2)
Branch Organisers – Branch Executive Committee Members	(5)
Branch Executive Committee Members (honorary)	(15)
National Executive Committee Member (honorary)	(1)
National Conference Delegates (honorary)	(7)

**West Australian Branch**

Branch Secretary (National Executive Member, National Conference Delegate)	(1)
Branch President (honorary)	(1)
Branch Assistant Secretary	(1)
Branch Vice Presidents (honorary)	(2)
Branch Executive Committee Members (honorary)	(9)
National Executive Committee Member (honorary)	(1)
National Conference Delegates (honorary)	(5)

**Alcoa Pinjarra Refinery Sub-Branch**

Sub-Branch President (honorary)	(1)
Sub-Branch Secretary (honorary)	(1)
Sub-Branch Vice Presidents (honorary)	(2)

## **ATTACHMENT B**

### **Non-office positions**

#### **South Australian Branch**

Branch Organiser who is not a member of the Branch Executive (1)

**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, PAUL FARROW, being the NATIONAL SECRETARY of THE AUSTRALIAN WORKERS' UNION, make the following statement:

1. I am authorised to sign this statement containing prescribed information for The Australian Workers' Union including its Branches.
2. The following information is lodged under subsection 189(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).
3. The scheduled elections that are required are set out in the table in Annexure A.
4. No rule alterations are pending that will impact the election.
5. However, please note that rule alterations that both added and removed offices were certified by the Fair Work Commission on 4 October 2024.<sup>1</sup>
6. This statement **IS** lodged at least 2 months before nominations open for the elections in Annexure A.
7. Calculations have been undertaken in accordance with the AWU Rules for the following positions:
  - (a) The number of Branch Delegates to National Conference has been calculated in accordance with the formula in Rule 20(2) and Rule 26. The figures relied upon are in Annexure B;
  - (b) The number of Branch Delegates to National Executive has been calculated in accordance with the formula in Rule 24(2) and Rule 26. The figures relied upon are in Annexure B; and
  - (c) The number of District Delegates to the Queensland Branch Delegate Meetings has been calculated in accordance with Rule 36(3). The figures relied upon are in Annexure C.

---

<sup>1</sup> *Australian Workers' Union, The* [2024] FWCD 1048

8. On 29 October 2024, the AWU made a request pursuant to s.187 of the RO Act to the Australian Electoral Commission in relation to the non-office position of 'Branch Organiser (full time) who is not a member of the Branch Executive. Please find that correspondence at Annexure D.
9. The remaining positions in Annexure A are as identified in the AWU Rules.



Signed:  
Paul Farrow  
**NATIONAL SECRETARY**  
**THE AUSTRALIAN WORKERS' UNION**

31 October 2024

## **Annexure “A”**

**E2024/xxx – The Australian Workers’ Union**

**Page 1**

<b>Branch</b>	<b>Name of Office</b>	<b>Number Required</b>	<b>Voting System</b>	<b>Reason for Election</b>	<b>Electorate</b>
National	National Secretary (full time)	1	Direct Voting System	Scheduled	All members of the Union
National	Assistant National Secretary (full time)	1	Direct Voting System	Scheduled	All members of the Union
National	National President (honorary)	1	Direct Voting System	Scheduled	All members of the Union
National	National Vice Presidents (honorary)	6	Direct Voting System	Scheduled	All members of the Union
New South Wales	Branch Secretary (full time), National Executive Member, National Conference Delegate	1	Direct Voting System	Scheduled	All members of NSW Branch
New South Wales	Branch President (honorary)	1	Direct Voting System	Scheduled	All members of NSW Branch
New South Wales	Branch Assistant Secretaries (full time)	2	Direct Voting System	Scheduled	All members of NSW Branch
New South Wales	Branch Senior Vice-Presidents (full time)	1	Direct Voting System	Scheduled	All members of NSW Branch
New South Wales	Branch Vice Presidents (full time)	2	Direct Voting System	Scheduled	All members of NSW Branch
New South Wales	Branch Executive Committee Members (honorary)	13	Direct Voting System	Scheduled	All members of NSW Branch
New South Wales	National Executive Members (honorary)	2	Direct Voting System	Scheduled	All members of NSW Branch
New South Wales	National Conference Delegates (honorary)	11	Direct Voting System	Scheduled	All members of NSW Branch
Queensland	Branch Secretary (full time), National Executive Member, National Conference Delegate	1	Direct Voting System	Scheduled	All members of QLD Branch
Queensland	Branch President (honorary)	1	Direct Voting System	Scheduled	All members of QLD Branch
Queensland	Branch Assistant Secretary (full time)	1	Direct Voting System	Scheduled	All members of QLD Branch
Queensland	Branch Vice Presidents (honorary)	3	Direct Voting System	Scheduled	All members of QLD Branch
Queensland	National Executive Members (honorary)	2	Direct Voting System	Scheduled	All members of QLD Branch
Queensland	National Conference Delegates (honorary)	12	Direct Voting System	Scheduled	All members of QLD Branch
Queensland	Branch Executive Committee Members, who are to be elected by members within the Districts on the basis of one Branch Executive Committee Member (honorary) for each District (honorary)	6	Direct Voting System	Scheduled	All Members within District

Branch	Name of Office	Number Required	Voting System	Reason for Election	Electorate
Queensland	Districts(6) South Western Western Central Northern Far Northern Southern				
Queensland South Western District	District Secretary (full time)	1	Direct Voting System	Scheduled	All members within District
Queensland Western District	District Secretary (full time)	1	Direct Voting System	Scheduled	All members within District
Queensland Central District	District Secretary (full time)	1	Direct Voting System	Scheduled	All members within District
Queensland Northern District	District Secretary (full time)	1	Direct Voting System	Scheduled	All members within District
Queensland Far Northern District	District Secretary (full time)	1	Direct Voting System	Scheduled	All members within District
Queensland Southern District	District Secretary (full time)	1	Direct Voting System	Scheduled	All members within District
Queensland South Western District	Delegate to Branch Delegates Meeting (honorary)	1	Direct Voting System	Scheduled	All members within District
Queensland Western District	Delegate to Branch Delegates Meeting (honorary)	1	Direct Voting System	Scheduled	All members within District
Queensland Central District	Delegate to Branch Delegates Meeting (honorary)	1	Direct Voting System	Scheduled	All members within District
Queensland Northern District	Delegate to Branch Delegates Meeting (honorary)	2	Direct Voting System	Scheduled	All members within District
Queensland Far Northern District	Delegate to Branch Delegates Meeting (honorary)	1	Direct Voting System	Scheduled	All members within District
Queensland Southern District	Delegate to Branch Delegates Meeting (honorary)	3	Direct Voting System	Scheduled	All members within District



Branch	Name of Office	Number Required	Voting System	Reason for Election	Electorate
South Australian	Branch Secretary (full time), National Executive Member, National Conference Delegate	1	Direct Voting System	Scheduled	All members of SA Branch
South Australian	Branch President (honorary)	1	Direct Voting System	Scheduled	All members of SA Branch
South Australian	Branch Assistant Secretary (full time)	1	Direct Voting System	Scheduled	All members of SA Branch
South Australian	Branch Vice Presidents (honorary)	2	Direct Voting System	Scheduled	All members of SA Branch
South Australian	Branch Organisers – Branch Executive Committee Members (full time)	3	Direct Voting System	Scheduled	All members of SA Branch
South Australian	Branch Executive Committee Members (honorary)	8	Direct Voting System	Scheduled	All members of SA Branch
South Australian	National Conference Delegates (honorary)	2	Direct Voting System	Scheduled	All members of SA Branch
Tasmanian	Branch Secretary (full time), National Executive Member, National Conference Delegate	1	Direct Voting System	Scheduled	All members of TAS Branch
Tasmanian	Branch President (honorary)	1	Direct Voting System	Scheduled	All members of TAS Branch
Tasmanian	Branch Assistant Secretary (full time)	1	Direct Voting System	Scheduled	All members of TAS Branch
Tasmanian	Branch Vice President (honorary)	1	Direct Voting System	Scheduled	All members of TAS Branch
Tasmanian	Branch Organiser – Branch Executive Committee Member (full time)	1	Direct Voting System	Scheduled	All members of TAS Branch
Tasmanian	Branch Executive Committee Members (honorary)	6	Direct Voting System	Scheduled	All members of TAS Branch
Tasmanian	National Conference Delegate (honorary)	1	Direct Voting System	Scheduled	All members of TAS Branch
Victorian	Branch Secretary (full time), National Executive Member, National Conference Delegate	1	Direct Voting System	Scheduled	All members of VIC Branch
Victorian	Branch President (honorary)	1	Direct Voting System	Scheduled	All members of VIC Branch

Branch	Name of Office	Number Required	Voting System	Reason for Election	Electorate
Victorian	Branch Assistant Secretary (full time)	2	Direct Voting System	Scheduled	All members of VIC Branch
Victorian	Branch Vice President (honorary)	2	Direct Voting System	Scheduled	All members of VIC Branch
Victorian	Branch Organisers – Branch Executive Committee Members (full time)	5	Direct Voting System	Scheduled	All members of VIC Branch
Victorian	Branch Executive Committee Members (honorary)	15	Direct Voting System	Scheduled	All members of VIC Branch
Victorian	National Executive Committee Members (honorary)	1	Direct Voting System	Scheduled	All members of VIC Branch
Victorian	National Conference Delegates (honorary)	7	Direct Voting System	Scheduled	All members of VIC Branch
West Australian	Branch Secretary (full time), National Executive Member, National Conference Delegate	1	Direct Voting System	Scheduled	All members of WA Branch
West Australian	Branch President (honorary)	1	Direct Voting System	Scheduled	All members of WA Branch
West Australian	Branch Assistant Secretary (full time)	1	Direct Voting System	Scheduled	All members of WA Branch
West Australian	Branch Vice Presidents (honorary)	2	Direct Voting System	Scheduled	All members of WA Branch
West Australian	Branch Executive Committee Members (honorary)	9	Direct Voting System	Scheduled	All members of WA Branch
West Australian Alcoa Pinjarra Sub-Branch	Sub-Branch President (honorary)	1	Direct Voting System	Scheduled	All members in the Alcoa Pinjarra Sub-Branch
West Australian Alcoa Pinjarra Sub-Branch	Sub-Branch Secretary (honorary)	1	Direct Voting System	Scheduled	All members in the Alcoa Pinjarra Sub-Branch
West Australian Alcoa Pinjarra Sub-Branch	Sub-Branch Vice Presidents (honorary)	2	Direct Voting System	Scheduled	All members in the Alcoa Pinjarra Sub-Branch
West Australian	National Conference Delegates (honorary)	5	Direct Voting System	Scheduled	All members of WA Branch

For the election of non-office positions, requested under s.187 of the RO Act	Name of non-office position	Number Required	Voting System	Reason for Election	Electorate
South Australian	Branch Organiser (full time) who is not a member of the Branch Executive	1	Direct Voting System	Scheduled	All members of SA Branch

	Direct Voting System	
Voter Roll Closes / Cut off date	1 January 2025	Per AWU Rule 63 (1)
Nominations Open	8 January 2025	Per AWU Rule 61 (6)
Advertisement in Newspapers	8 January 2025	Per AWU Rule 61(5)
Nominations close	22 January 2025 midday	Per AWU Rule 61 (6)
Ballot opens	16 April 2025	Per AWU Rule 63 (9)
Ballot closes	12 May 2025 at midday	Per AWU Rule 63 (9)
AEC Post election report	11 June 2025	Per Reg 141 (2) of the FW(RO) Regulations
New 4-year term commences	1 July 2025	Per AWU Rule 63 (12)

Annexure "B"								
AWU General Election 2025 - National Executive and National Conference Calculations								
	Audited	Average	Votes at	Nat Exe	Nat Exe	Nat Conf	Nat Conf	Nat Conf
Branch	Income	Financial	Nat Exe	Members	Votes	Delegate	Vote	Branch
	2023/2024	Members	Nat Conf	1 per 10,000	Per Member	1 per 2,500	Per	Block
	\$	Divisor		Members or part		or part	Member	Vote
	30.6.2024	\$370.00						
Queensland	10,990,936.00	29,705.23	30	3		12	2.500	30.000
				Branch Secretary	10.000	Branch Secretary		
				Nat Exe Member	10.000	11 x Nat Conf Delegates		
				Nat Exe Member	10.000			
NSW	9,468,707.00	25,591.10	26	3		11	2.364	26.000
				Branch Secretary	8.667	Branch Secretary		
				Nat Exe Member	8.667	10 x Nat Conf Delegate		
				Nat Exe Member	8.667			
Victoria	6,636,077.00	17,935.34	18	2		8	2.250	18.000
				Branch Secretary	9.000	Branch Secretary		
				Nat Exe Member	9.000	7 x Nat Conf Delegate		
Tasmania	1,644,235.00	4,443.88	5	1		2	2.500	5.000
				Branch Secretary	5.000	Branch Secretary		
						1 x Nat Conf Delegate		
South Australia	2,077,887.00	5,615.91	6	1		3	2.000	6.000
				Branch Secretary	6.000	Branch Secretary		
						2 x Nat Conf Delegate		
West Aust	5,539,062.00	14,970.44	15	2		6	2.500	15.000
				Branch Secretary	7.500	5 x Nat Conf Delegate		
				Nat Exe Member	7.500			
Total			100					
			National Votes	National Votes	1.667	National President	1.667	15.000
			x 15 %		1.667	National Secretary	1.667	
			Branch Votes		1.667	Assistant Nat Secretary	1.667	
			15.00		1.667	National Vice President	1.667	
					1.667	National Vice President	1.667	
					1.667	National Vice President	1.667	
					1.667	National Vice President	1.667	
					1.667	National Vice President	1.667	
					1.667	National Vice President	1.667	
					115.000			115.000
<b>TOTAL</b>	<b>36,356,904.00</b>	<b>98,261.90</b>						

## Annexure "C"

### Queensland Branch Elected District Delegates

<b>District</b>	<b>Average</b>	<b>Per 3000 Members</b>	<b>Number of Delegates</b>
<b>Southern</b>	7993	2.664	3
<b>Northern</b>	3744	1.248	2
<b>Central</b>	2489	0.83	1
<b>Far Northern</b>	1714	0.571	1
<b>South Western</b>	944	0.315	1
<b>Western</b>	243	0.081	1

**Annexure "D"**

29 October 2024

Senior Returning Officer  
Australian Electoral Commission  
Level 13, 59-61 Goulburn Street  
SYDNEY NSW 2000

via email: [nswelections@aec.gov.au](mailto:nswelections@aec.gov.au)  
cc: [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

Dear Sir/Madam,

**Re: Request under s.187 of the *Fair Work (Registered Organisations) Act 2009***

I write in relation to the upcoming general election process for positions within The Australian Workers' Union (**AWU**), which is due to occur in 2025.

As the National Secretary of the AWU, I hereby formally request pursuant to s.187 of the *Fair Work (Registered Organisations) Act 2009* that the Australian Electoral Commission conducts an election for the following non-office position in the AWU:

<b>Branch</b>	<b>Name of non-office position</b>	<b>Number Required</b>	<b>Voting System</b>	<b>Reason for Election</b>	<b>Electorate</b>
South Australian	Branch Organiser (full time) who is not a member of the Branch Executive	1	Direct Voting System	Scheduled	All members of SA Branch

Please contact Zach Duncalfe (Senior National Legal Officer) on [REDACTED] if you require any additional information.

Yours sincerely

[REDACTED]  
Paul Farrow  
**NATIONAL SECRETARY**