



Fair Work
Commission

10 January 2025

Maureen Harding
President
Hair and Beauty Australia
Sent via email: info@askhaba.com.au

Dear Maureen Harding

The Hair and Beauty Australia'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 ORP2024/247
Date lodged 30 December 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.

Yours sincerely

Fair Work Commission

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

I, Maureen Harding, being the President of the Hair and Beauty Australia Limited, declare the following Officer and Related Party (ORP) Disclosure Statement.

| | | | |
|----------------------------------|-----------------------------------|--------------------------------|----------------------------|
| Organisation name | Hair and Beauty Australia Limited | Branch name | N/A |
| Financial year start date | 1 st July 2023 | Financial year end date | 30 th 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

| | | | | | | | | |
|--|----------------------|----------|----------|----------|----------|----------|----------|-----------|
| How many officers do you have who receive remuneration? | <i>Please circle</i> | 0 | 1 | 2 | 3 | 4 | 5 | 5+ |
|--|----------------------|----------|----------|----------|----------|----------|----------|-----------|

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 Hair and Beauty Australia Limited 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. Maureen Harding | President | \$ 7,000 | \$ NIL | NIL |
| 2. Brian Flohm | Treasurer | \$ 5,000 | \$ NIL | NIL |
| 3. Mario Nasso | Ordinary Member | \$ 1,500 | \$ NIL | NIL |
| 4. Elvio Caires | Vice-President | \$ NIL | \$ NIL | NIL |
| 4. Wendy Campbell | Secretary | \$ NIL | \$ 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 s.293G, where none are listed this is because there were no disclosable payments;

Signed:

1

Maureen Harding - President

Dated: 24 December 2024