

9 April 2025

Michael Balk Federal President Media, Entertainment and Arts Alliance Sent via email: mail@meaa.org

Dear Michael Balk

Notification of changes - Action required

We acknowledge receipt of a Notification of Change to the office holders of the Media, Entertainment and Arts Alliance (AR2025/56).

A list of those changes has been summarised in Appendix A at the end of this letter.

What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) MUST do <u>financial training</u> or <u>obtain an</u> <u>exemption</u>
- Inform all officers of their disclosure obligations
- Consider giving your new officers the link to the Commission's Officer Induction Kit

These next steps are explained below in more detail.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete <u>financial training</u> (or obtain an exemption) **within 6 months** after taking office (section 293K of the *Fair Work (Registered Organisations) Act 2009* (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process

- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



Officer financial training audit

An audit by the Commission into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an <u>officer training online panel</u> with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our officer financial training fact sheet.

Help for new officers: Officer Induction Kit

The Commission has created an Officer Induction Kit to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the Commission's officers and disclosures page.

Disclosure obligations: what officers must do

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the Commission's <u>Disclosures Fact Sheet</u>.

The organisation and officers are both responsible for meeting this obligation.

Time frames for notifications of change

Notifications of change must be lodged within 35 days of the change occurring (regulation 151 Fair Work (Registered Organisations) Regulations 2009).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- notification of change template
- a podcast that answers the question who is an officer?
- and a fact sheet on notifications of change that explains the requirement

eLearning module – notifications of change



The Commission has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The <u>eLearning module</u> is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or regorgs@fwc.gov.au if you have any questions or would like to discuss this matter further.

Yours sincerely

Fair Work Commission

Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the Commission Website through the <u>list of Registered Organisations</u>.

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
3 April 2025	Queensland	Delegate to Branch Council (Equity) - outgoing officer	Yes

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 Fair Work (Registered Organisations) Act 2009 and regulation 147 Fair Work (Registered Organisations) Regulations 2009

I, Michael Balk, being the Federal President of the Media, Entertainment & Arts Alliance, declare the following:

- 1. I am authorised to make this declaration.
- 2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the Fair Work (Registered Organisations) Act 2009:
 - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:

Federal President

Dated:

3.04.2025

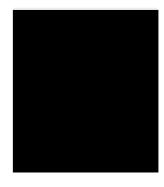
[PLEASE NOTE: This declaration must be submitted to the Registered Organisations Commission within 35 days of the change. It can be submitted to regorge a roc.gov.au.]

ANNEXURE A

Changes to Offices and Office Holders in the Organisation and its Branches [insert as many pages as required]:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
Queensland	31.03.25	Delegate to Branch Council (Equity)	Christen O'Leary	n/a	Level 3, 16 Peel Street South Brisbane 4101	n/a





8 April 2025

Michael Balk Federal President Media, Entertainment and Arts Alliance Sent via email: mail@meaa.org

Dear Michael Balk

The Media, Entertainment and Arts Alliance's annual return of information (annual return) lodged under subsection 233(1) of the RO Act

Thank you for providing your annual return lodged under subsection 233(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).

Summary of your annual return and its assessment

Year 2025

Matter number AR2025/56

Lodgement date 26 March 2025

Result FILED

In your declaration that accompanied the annual return, you declared that the information contained in the annual return was true and correct.

Your annual return has been reviewed for compliance with the requirements of the RO Act, as well as whether you addressed the issues of concern (if any) that the regulator raised with you about last year's annual return.

The requirements for annual returns are set out in sections 230 and 233(1) of the RO Act.



Your annual return satisfied the requirements of the review and has been uploaded to the Fair Work Commission (the Commission) website.

Do you have any questions?

Information and education materials are available on our <u>website</u>. These materials are regularly updated. We recommend you <u>subscribe to the Commission's subscription service to find out when we release new</u> materials.

If you have any queries we can be contacted on 1300 341 665 or by email at regorgs@fwc.gov.au.

Yours sincerely

Fair Work Commission

ANNUAL RETURN OF INFORMATION (organisation with branches) in accordance with Regulation 147 Fair Work (Registered Organisations) Regulations 2009 and Sections 230 and 233 Fair Work (Registered Organisations) Act 2009

- I, Michael Balk, being the Federal President of the Media, Entertainment & Arts Alliance, declare the following:
- 1. I am authorised to make this declaration.
- 2. The register of members has, during the immediately preceding calendar year, been kept and maintained as required by s.230(1)(a) and s.230(2) of the Fair Work (Registered Organisations) Act 2009 (the Act).
- 3. The following is a correct statement of the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the Act:
 - The address of the organisation is 245 Chalmers Street, Redfern, NSW 2016.¹
 - The name and address of each branch of the organisation is:2
 - NSW Branch
 245 Chalmers Street,
 Redfern NSW 2016
 - Victoria Branch
 Level 3, 365 Queen Street
 Melbourne VIC, 3000
 - Queensland Branch Level 3, 16 Peel Street Brisbane QLD 4101
 - South Australia Branch
 241 Pirie Street
 Adelaide SA 5000
 - 5. Western Australia Branch

¹ s.230(1)(d); reg.147(d)

² s.230(1)(d), reg.147(a) & (d)

Level 4, 445 Hay Street Perth WA 6000

- ACT Branch
 245 Chalmers Street
 Redfern NSW 2016
- 7. Tasmania Branch Level 3, 365 Queen Street Melbourne VIC 3000
- 4. On 31 December 2024 the number of members was 15,613.3
- A list of offices and the names, postal addresses and occupations of persons holding those
 offices as at the date of this declaration is attached at Annexure A and forms part of this
 declaration.
- 6. Under the rules of the organisation, the following elections must be held between 1 January and 31 December of 2025:⁴

(1) FEDERAL OFFICE

Federal President	1 position
Federal Presidents [Equity]	1 position
Federal Presidents [Media]	1 position
Federal Presidents [ECS]	1 position
Federal Presidents [Musicians]	1 position
Federal Vice Presidents [Media]	2 positions
Federal Vice-President [Equity]	2 positions
Federal Vice-President [ECS]	2 positions
Federal Vice-President [Musisicans]	1 position

³ s.230(1)(d); reg.147(f)

⁴ section.230(1)(d); reg.147(e)

(where two Vice-Presidents are elected from each section or group of sections, at least one shall be a woman, unless the President from the relevant section is a woman)

Board members elected by and from branches:

NSW Branch 1 position

Victoria Branch 1 position

Queensland Branch 1 position

All other Branches (Western Australia, 1 position

South Austarlia, Tasmania, ACT)

(2) FEDERAL COUNCIL

Media Section Delegates (20 positions) (at least seven to be women and come from at least four states)

Equity Section Delegates (15 positions) (at least five to be women and come from at least four states)

ECS Section Delegates (11 positions) (at least four to be women and come from at least three states)

Musician Section Delegates (3 positions) (at least one to be a woman which must be at least from two states)

(3) NATIONAL STUNT COMMITTEE

[Equity Section members graded as stunt performers, stunt co-ordinators and safety supervisors]

- (i) four members who are graded as safety supervisors from a minimum of three states;
- (ii) four members who are graded as stunt co-ordinators from a minimum of three states; and
- (iii) four members who are graded as stunt performers or assistant stunt coordinators from a minimum of three states.

(4) NSW BRANCH

Media Section President	1 position
Equity Section President	1 position
ECS Section President	1 position
Musicians President	1 position
Media Section Vice-President	1 position
Equity Section Vice-President	1 position
ECS Vice-President	1 position
Musicians Vice-President	1 position

(5) VICTORIA BRANCH

Media Section President	1 position
Equity Section President	1 position
ECS Section President	1 position
Musicians President	1 position
Media Section Vice-President	1 position
Equity Section Vice-President	1 position
ECS Vice-President	1 position

(6) QUEENSLAND BRANCH

Media Section President	1 position
Equity Section President	1 position
ECS Section President	1 position
Musicians President	1 position
Media Section Vice-President	1 position
Equity Section Vice-President	1 position

Queensland Section Delegates to Branch Council

Media Section Delegates 9 positions (at least three must be women)

Equity Section Delegates 8 positions (at least two must be women)

ECS Section Delegates 5 positions (at least one must be a woman)

Musicians Section Delegates 2 positions

(7) SOUTH AUSTRALIA / NORTHERN TERRITORY BRANCH

Media Section President 1 position

Equity Section President 1 position

ECS Section President 1 position

Musicians President 1 position

South Australia Section Delegates to Branch Council

Media Section Delegates 10 positions (at least three must be women)

Equity Section Delegates 6 positions (at least two must be women)

ECS Section Delegates 6 positions (at least two must be a woman)

Musicians Section Delegates 4 positions (at least one must be a woman)

(8) WESTERN AUSTRALIA BRANCH

Media Section President 1 position

Equity Section President 1 position

Musicians Section President 1 position

(9) TASMANIA BRANCH

Branch President 1 position

(10) ACT BRANCH

Branch President

1 position

Branch Vice-President

3 positions (at least one must be a woman)

ACT Section Delegates to Branch Council

Media Section Delegates

5 positions (at least two must be a woman)

Equity Section Delegates

1 position

ECS Section Delegate

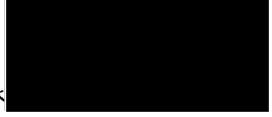
1 position

- 7. During the previous 12 months:5
 - NO branches COMMENCED or CEASED operation.
- 8. The organisation:
 - Has not entered into an agreement under s.151(1) of the Act with a state

union.

Signed: Federal President

Dated:



[PLEASE NOTE: This declaration must be lodged with the Registered Organisations Commission by 31 March. It can be submitted to <u>regorgs a roc.gov.au</u>. If at any time in the year this information changes a Notification of Changes must be lodged with the ROC within 35 days of the change.⁶]

⁶ s.233(2); reg. 151

⁵ s.230(1)(d); reg.147(b) & (c)

ANNEXURE A

Offices and Office Holders in the Organisation and its Branches [insert as many pages as required]:

Branch	Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
National	Federal President	Michael Balk	245 Chalmers Street, Redfern NSW 2016	Performer
	Federal President (Media)	Michael Slezak	As above	Journalist
, <u></u>	Federal President (Equity)	Jason Klarwein	As above	Performer
	Federal President (ECS)	Fiona Donovan	As above	Technician
	Federal President (Musicians)	Kimberley Wheeler	As above	Musician
	Federal Vice-President (Media)	Bianca Hall	As above	Journalist
<u>.</u>	Federal Vice-President (Media)	Kasun Ubayasiri	As above	Journalist
. <u>-</u>	Federal Vice-President (Equity)	Nadine Garner	As above	Performer
	Federal Vice-President Equity)	Joti Gore	As above	Performer
	Federal Vice-President (ECS)	Sophie Parker	As above	Technician
	Federal Vice-President (ECS)	mogen Titmarsh	As above	Technician
	Federal Vice-President (Musician)	Mitchell Nissen	As above	Musician
	NSW Branch Board Member	Bjorn Stewart	As above	Performer

	Victoria Branch Board Member	Emma Field	As above	Journalist
	Queensland Board Member	Vacant		
	Board Member (Other branches)	Geoff Tarr	As above	Technician
	Delegate to Federal Council (Equity)	Ali Aitken	As above	Performer
	Delegate to Federal Council (Equity)	Michala Banas	As above	Performer
	Delegate to Federal Council (Equity)	Jimi Bani	As above	Performer
	Delegate to Federal Council (Equity)	Jonathan Biggins	As above	Performer
	Delegate to Federal Council (Equity)	Bridie Carter	As above	Performer
	Delegate to Federal Council (Equity)	Sharon Davis	As above	Performer
	Delegate to Federal Council (Equity)	Julian Kuo	As above	Performer
	Delegate to Federal Council (Equity)	Kathy Lepan-Walker	As above	Performer
	Delegate to Federal Council (Equity)	Moreblessing Maturure	As above	Performer
	Delegate to Federal Council (Equity)	Lucia Mastrantone	As above	Performer
	Delegate to Federal Council (Equity)	Anna McGahan	As above	Performer
	Delegate to Federal	Fiona Press	As above	Performer
_	Council (Equity) Delegate to Federal	Amy Sole	As above	Performer
	Council (Equity) Delegate to Federal Council (Equity)	Irma Woods	As above	Performer
	Delegate to Federal Council (Equity)	Vacant		

Delegate to Federal Council (Media)	Stefan Armbruster	As above	Journalist
 Delegate to Federal Council (Media)	Sue Bell	As above	Journalist
 Delegate to Federal	Jarni Blakkarly	As above	Journalist
 Council (Media) Delegate to Federal Council (Media)	Aarti Betigeri	As above	Journalist
Delegate to Federal Council (Media)	Annika Blau	As above	Journalist
 Delegate to Federal Council (Media)	Mac Chalmers	As above	Journalist
Delegate to Federal Council (Media)	Farid Farid	As above	Journalist
Delegate to Federal Council (Media)	Anna Freeland	As above	Journalist
Delegate to Federal Council (Media)	Bianca Hall	As above	Journalist
Delegate to Federal Council (Media)	Paddy Manning	As above	Journalist
Delegate to Federal Council (Media)	Kathy McLeish	As above	Journalist
 Delegate to Federal Council (Media)	Fran Molloy	As above	Journalist
 Delegate to Federal	(A)manda Parkinson	As above	Journalist
Council (Media) Delegate to Federal Council (Media)	Miki Perkins	As above	Journalist
Delegate to Federal Council (Media)	Kaitlyn Offer	As above	Journalist
Delegate to Federal Council (Media)	Tawar Razaghi	As above	Journalist
Delegate to Federal Council (Media)	Vacant		
Delegate to Federal Council (Media)	Vacant		

	Delegate to Federal	Vacant		
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	Council (ECS)			Technician
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	Delegate to Federal	Logan Jones	As above	Technician
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	Delegate to Federal	Yolanda Peart-Smith	As above	Technician
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···	Delegate to Federal	Lisa Scope	As above	Technician
	Council (ECS)	•		
	Delegate to Federal	Annette Silva	As above	Technician
	Council (ECS)			
	Delegate to Federal	Vacant	As above	Technician
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	Delegate to Federal	Rod Davies	As above	Musician
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	Delegate to Federal	Ruth Hazleton	As above	Musician
	Council (Musicians)	Natil Hazieton	73 db010	
	Delegate to Federal	Tim Hollo	As above	Musician
	Council (Musicians)	1111710110	AS above	
NSW	NSW President	Bianca Nogrady	As above	Journalist
	(Media)	Lianca Nogrady	710 40040	
	NSW President	Glenn Hazeldine	As above	Performer
	(Equity)	Ordini riazerdine	A3 above	

Branch President (ECS)	Chris Follett	As above	Technician
NSW President (Musicians)	Vacant		Journalist
Branch Vice-President (Media)	David Ross	As above	
Branch Vice-President (Equity)	Jacqui Duncan	As above	Performer
Branch Vice-President	Scott Smith	As above	Technician
Branch Vice-President	James Steendam	As above	Musician
Branch President	Marisa Wikramanayake	Level 3, 365 Queen Street, Melbourne VIC 3000	Journalist
Branch President	Stephen Mahy	As above	Performer
Branch President	Caitlyn Bryan	As above	Technician
Branch President	Aaron Wyatt	As above	Musician
Branch Vice-President	Tyrone Dalton	As above	Journalist
Branch Vice-President	Samuel Gaskin	As above	Performer
Branch Vice-President	Zoe Watkins	As above	Technician
Branch President	Matt Dennien	Level 3, 16 Peel Street, Brisbane QLD 4101	Journalist
Branch President	Asabi Goodman	As above	Performer
Branch President	Merryn Schofield	As above	Technician
Branch President	Jacqueline Evans	As above	Musicians
Branch Vice-President	Tobias Loftus	As above	Journalist
	(ECS) NSW President (Musicians) Branch Vice-President (Equity) Branch Vice-President (ECS) Branch Vice-President (Musicians) Branch President (Media) Branch President (EQUITY) Branch President (Media) Branch President (ECS) Branch President (Musicians) Branch Vice-President (Musicians) Branch Vice-President (Equity) Branch Vice-President (EQUITY) Branch President (ECS) Branch President (ECS) Branch President (Media) Branch President (ECS) Branch President (ECS)	(ECS) NSW President (Musicians) Branch Vice-President (Media) Branch Vice-President (Equity) Branch Vice-President (ECS) Branch Vice-President (Musicians) Branch President (Media) Branch President (ECS) Branch President (Musicians) Branch Vice-President (Musicians) Branch Vice-President (Media) Branch Vice-President (EQuity) Branch Vice-President (EQuity) Branch President (ECS) Branch President (ECS) Branch President (ECS) Branch President (Media) Branch President (ECS) Branch President (Media) Branch President (EQuity) Branch President (Media) Branch President (Media)	(ECS) NSW President (Musicians) Branch Vice-President (Media) Branch Vice-President (Equity) Branch Vice-President (EQuity) Branch Vice-President (EQuity) Branch Vice-President (Musicians) Branch Vice-President (Musicians) Branch President (Musicians) Branch President (Musicians) Branch President (Equity) Branch President (EQuity) Branch President (EQuity) Branch President (ECS) Branch President (Musicians) Branch President (ECS) Branch President (Musicians) Branch President (Musicians) Branch President (Musicians) Branch President (Musicians) Branch Vice-President (Musicians) Branch Vice-President (Musicians) Branch Vice-President (Equity) Branch Vice-President (Equity) Branch President (Musicians) Branch Vice-President (Musicians) Branch President (Musicians) Branch President (Asabi Goodman (Asabove (ECS) (Branch President (Asabi Goodman (Asabove (ECS) (Branch President (Branch

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Cour	gate to Branch ncil (Media)	Holly Richardson	As above	Journalist
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	gate to Branch cil (Equity)	Janaki Gerard	As above	Performer
	gate to Branch cil (Equity)	Anna McGahan	As above	Performer
	gate to Branch cil (Equity)	Veronica Neave	As above	Performer
	gate to Branch cil (Equity)	Christen O'Leary	As above	Performer
	gate to Branch cil (Equity)	David Power	As above	Performer
	gate to Branch cil (Equity)	Thea Raveneau	As above	Performer
	gate to Branch cil (Equity)	Kevin Spink	As above	Performer
-	gate to Branch cil (Equity)	Vacant		

				
	Delegate to Branch Council (ECS)	Jason Boshler	As above	Technician
	Delegate to Branch Council (ECS)	Erin Cardoo	As above	Technician
	Delegate to Branch Council (ECS)	Reia Perkins	As above	Technician
	Delegate to Branch Council (ECS)	Dorian Ribeiro	As above	Technician
	Delegate to Branch Council (ECS)	Gavin Sawford	As above	Technician
	Delegate to Branch Council (Musicians)	Vacant		
	Delegate to Branch Council (Musicians)	Vacant		
WA	Branch President (Media)	Emma Wynne	Level 4, 445 Hay Street, Perth 6000	Journalist
	Branch President (Equity)	Michael McCall	As above	Performer
- W	Branch President (Musicians)	Helen Tuckey	As above	Musician
SA/NT	Branch President (Media)	Leah MacLennan	241 Pirie Street, Adelaide SA 5000	Journalist
	Branch President (Equity)	Ruth Fallon	As above	Performer
	Branch President (ECS)	Simon Tait	As above	Technician
	Branch President (Musicians)	Lachlan Bramble	As above	Musician
	Delegate to Branch Council (Media)	Tony Love	As above	Journalist
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	Delegate to Branch	Tess O'Flaherty	As above	Technician
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CT	Branch Fresiden			Journalist
	Branch Vice-President	Sarah Canales	As above	Journamos
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	Branch Vice-President	Dan Jervis-Brady	As above	Doningnor
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	Council (Equity)			
	Delegate to Branch	Vacant		-
	Council (ECS)		Level 3, 365 Queen Street, Melbourne, VIC 3000	Communications
TAS	Branch President	Airlie Ward	Level 3, 365 Queen Street, Melbourne, Vio 3000	Professional -
				Journalist
	Branch Vice-President	Josh Duggan	As above	
	Branch Vice-President	Vacant		



	Branch Vice-President	Vacant		
National	Stunt Co-ordinator	Nigel Harbach	245 Chalmers Street, Redfern NSW 2016	Performer
	Stunt Co-ordinator	Tony Lynch	As above	Performer
	Stunt Co-ordinator	Phillip Partridge	As above	Performer
	Stunt Co-ordinator	Darko Tuskan	As above	Performer
	Safety Supervisor	Philli Anderson	As above	Performer
	Safety Supervisor	Alex Jewson	As above	Performer
	Safety Supervisor	Steve Morris	As above	Performer
	Safety Supervisor	Leon Stripp	As above	Performer
**	Stunt Performer	Georgie Blackwell	As above	Performer
	Stunt Performer	Rosco Campbell	As above	Performer
	Stunt Performer	Haydn Dalton	As above	Performe ^r
· <u></u>	Stunt Performer	Inge Sildnik	As above	Performer

