



DECISION

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

Independent Education Union of Australia
(E2025/7)

MR STEENSON

SYDNEY, 21 MARCH 2025

Arrangement for conduct of election.

[1] On 26 February and on 11 and 19 March 2025, the NSW/ACT Branch (the **Branch**) of the Independent Education Union of Australia (the **organisation**) lodged with the Fair Work Commission prescribed information for an election to fill the following offices for a new term of office:

President	(1)
Vice Presidents (5 in total) comprised of:	
Vice President for Early Childhood Education and Care	(1)
Vice President for Catholic Systemic Dioceses	(1)
Vice President for Independent Schools and Educational Institutions	(1)
Vice President for Support and Professional Staff	(1)
ACT Vice President	(1)
Financial Officers	(2)
Secretary	(1)
Deputy Secretary	(1)
Assistant Secretaries	(2)
General Executive Members	(10)
Delegates to Federal Council	(16)
Deputy President	(1)
Alternative Delegate to Federal Executive	(1)

[2] The rules of the organisation provide that, where a collegiate election for office-bearers is required, this is to be held as soon as possible after the direct election of the Branch Executive has been declared.¹

[3] The rules also provide that the Branch Secretary must provide, to the Returning Officer, a Certificate that shows the percentage of financial women members as at 31 December of the preceding year. Where that percentage is greater than 50 per cent, then the number of Delegates to Federal Council cannot be comprised of fewer than 50 per cent of women.²

[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

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PR755430

¹ See Branch sub rule 10.13 of the organisation's rules.

² See sub rule 8(c)(ii) of the organisation's rules.

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, Carol Matthews, being the Secretary of the Independent Education Union of Australia, NSW/ACT Branch make the following statement:

I am authorised to sign this statement containing prescribed information for the Independent Education Union of Australia NSW/ACT Branch.

1) For the purpose of subsection 189(1) of the Act, the following information is provided:

(a) The name of each office in respect of which the election is required is:

Branch Executive (Rule 7.3 NSW/ACT Branch Rules of IEUA Rules, page 47)

President (1)

Vice-Presidents (5)

- Vice President for Early Childhood Education and Care
- Vice President for Catholic Systemic Dioceses
- Vice President for Independent Schools and Educational Institutions
- Vice President for Support and Professional Staff
- ACT Vice President

Financial Officers (2)

Branch Secretary (1)

Branch Deputy Secretary (1)

Branch Assistant Secretary (2)

General Executive Members (10)

Deputy Branch President

Alternative Delegate to Federal Executive

NSW/ACT Branch Delegates to Federal Council (Rule 8, IEUA Rules, pages 9)

16 Delegates – Membership 29 947 as 31 December 2024.

See Annexure A.

- (b) The reason for the election is that the term of office is due to expire.
- (c) As listed in (a) above.
- (d) The electorates for the five Vice-Presidents are as follows – one each elected respectively by and from:
 - (1) Members employed in NSW in early childhood services (the Vice President for Early Childhood Education and Care);
 - (2) Members employed in NSW in schools or as an advisor, supervisor or education officer by or under the supervision of a Catholic diocese but excluding members included in paragraph (d) (the Vice President for Catholic Systemic Dioceses);
 - (3) Members employed in NSW in a school or educational institution other than an early childhood service or a school or educational institution under the supervision of a Catholic Diocese but excluding members in sub-paragraph (d) of this paragraph (the Vice President for Independent Schools and Educational Institutions);
 - (4) Members employed in NSW as school support staff, (including school secretaries, clerical assistants or school assistants); boarding house staff (other than teachers); grounds or maintenance staff; canteen staff and members in other related classifications (the Vice President for Support Staff and Professional Staff); and
 - (5) Members employed in the Australian Capital Territory (the ACT Vice President).

The electorate for the positions of Deputy President and alternate delegate to Federal Executive is the Branch Executive.

- (e) The electorate for all other positions is the full membership (the complete roll of voters).
- (f) The time frame proposed by the organisation and as required in the rules of the organisation (see generally Federal Rule 17 and NSW/ACT Branch Rule 10) for all positions except Deputy President and Alternate Delegate to Federal Executive is as follows:

- (i) Publication date is **Monday 14 July 2025**.
- (ii) Nominations to open Tuesday 15 July 2025 and close 4.00pm Tuesday 5 August 2025. (see Federal Rule 17 (h) and Branch Rule 10.8 (b)).
- (iii) The roll of voters shall close 4.00pm Tuesday 7 July 2025. (Federal Rule 17 (q)).
- (iv) The ballot to Commence Tuesday 26 August 2025 and close noon Wednesday 17 September 2025.

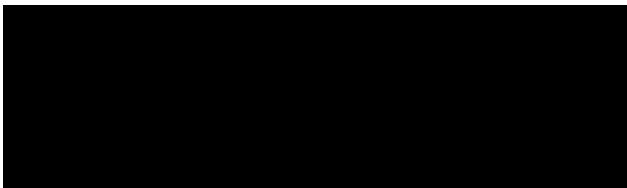
The elections for the positions of Deputy President and alternate delegate to Federal Executive, conducted by and from the Branch Executive, should be completed as soon as possible thereafter (Branch Rule 10.12).

- (g) The voting system to be employed in the conduct of the elections for the Branch Executive and the delegates to Federal Council is a direct voting system.

The voting system for the positions of alternate delegate to Federal Executive and Deputy President is collegiate.

- 2. This statement **IS** lodged at least 2 months before nominations open for the election below.

Signed:



Dated:

25/2/25.

Annexure A

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
NSW/ACT Branch	President	1	Direct Voting System	Scheduled	Rule 7.3 NSW/ACT Branch Rules of IEUA Rules, page 47-48.
NSW/ACT Branch	Vice-President	5	Direct Voting System	Scheduled	Rule 7.3 NSW/ACT Branch Rules of IEUA Rules, page 47-48.
NSW/ACT Branch	Financial Officer	1	Direct Voting System	Scheduled	Rule 7.3 NSW/ACT Branch Rules of IEUA Rules, page 47-48.
NSW/ACT Branch	Branch Secretary	1	Direct Voting System	Scheduled	Rule 7.3 NSW/ACT Branch Rules of IEUA Rules, page 47-48.
NSW/ACT Branch	Branch Deputy Secretary	1	Direct Voting System	Scheduled	Rule 7.3 NSW/ACT Branch Rules of IEUA Rules, page 47-48.
NSW/ACT Branch	Branch Assistant Secretary	2	Direct Voting System	Scheduled	Rule 7.3 NSW/ACT Branch Rules of IEUA Rules, page 47-48.
NSW/ACT Branch	General Executive Members	10	Direct Voting System	Scheduled	Rule 7.3 NSW/ACT Branch Rules of IEUA Rules, page 47-48.
NSW/ACT Branch	NSW/ACT Branch Delegates to Council	16	Direct Voting System	Scheduled	Rule 7.3 NSW/ACT Branch Rules of IEUA Rules, page 47-48.
NSW/ACT Branch	Deputy Branch President	1	Collegiate electoral system	Scheduled	

NSW/ACT Branch	Alternate Delegate to Federal Council	1	Collegiate electoral system	Scheduled	
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- Important dates:

	Direct Voting System
Nominations OPEN	Tuesday 15 July 2025
Nominations CLOSE	5 August 2025 (Federal Rule 17 (h) and NSW/ACT Branch Rule 10.8 (b))
Roll of Voters cut-off date	7 days prior to nominations opening (Federal Rule 17 (q))

[Redacted]

Sent: Wednesday, 19 March 2025 9:03 PM

[Redacted]

Subject: Re: E2025/7 IEUA NSW/ACT Prescribed Information

OFFICIAL

Hi Sarah

Yes I confirm it should have referred to Alternate Delegate to Federal **Executive**

Carol Matthews
Secretary

[Redacted]

[Redacted]

[Redacted]

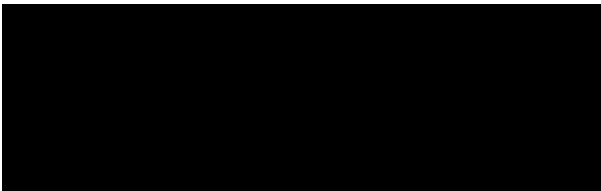
[Redacted]

[Redacted]

Thanks Carol

Can you please also confirm that the office requested is 'Alternate Delegate to Federal **Executive**' – there is a discrepancy in the PI – the last cell of the table reads 'Alternate Delegate to Federal **Council**.'

[Redacted]



Fair Work Commission
Australia's national workplace relations tribunal

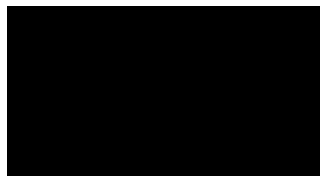
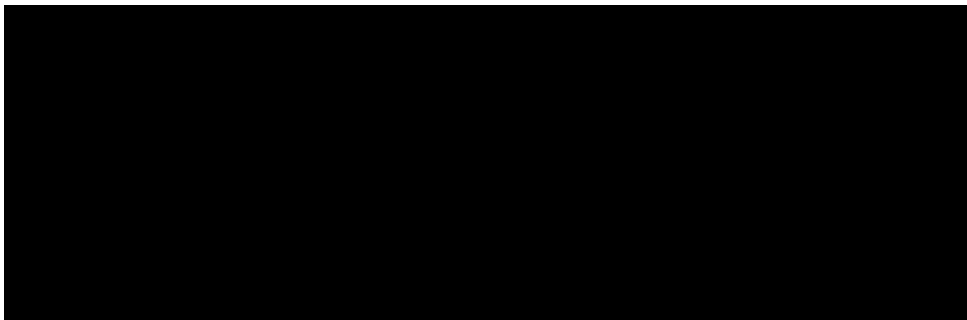
11 Exhibition Street, Melbourne Victoria 3000
GPO Box 1994, Melbourne Victoria 3001



At the Fair Work Commission we respect and celebrate the diversity of our communities and we are committed to creating a safe and welcoming space for all.

We acknowledge that our business is conducted on the traditional lands of Aboriginal and Torres Strait Islander people. We acknowledge their continuing connection to Country and pay our respects to their Elders past and present. This email was sent from **Wurundjeri Woi Wurrung** Country.

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I confirm

1. There are 2 Financial Officers
2. There are no pending rule alterations that affect this election.

Please let me know if you require any further information,

Regards