



Fair Work  
Commission

## DECISION

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

**Police Federation of Australia**  
(E2025/38)

MR STEENSON

SYDNEY, 21 MAY 2025

*Arrangement for conduct of election.*

[1] On 17 April 2025 the Queensland Police Branch (the **Branch**) of the Police Federation of Australia lodged with the Fair Work Commission (the **Commission**) prescribed information for an election to fill the following offices for a new term of office:

Branch Regional Representatives from each of the following Regions:

|                          |     |
|--------------------------|-----|
| Far Northern             | (1) |
| Central                  | (1) |
| Southern                 | (1) |
| Metropolitan North       | (1) |
| Headquarters and Support | (1) |

[2] Rule 40 of the rules of the Branch (the **rules**) provide that the terms of office for Branch Regional Representatives are four (4) years, with groups of representatives being elected every second year on a rotational basis. The most recent election for the abovenamed Branch Regional Representatives was conducted in election **E2021/48**. It is noted that the conduct of that election, which was due in 2021, was delayed until April 2022 because of issues related to the impact of the Covid-19 pandemic on the work of the Australian Electoral Commission (**AEC**).

[3] The prescribed information was lodged in anticipation of the certification of amended rules that had been lodged with the Commission on 16 April 2025. On 16 May 2025, the Commission certified the rule alterations<sup>1</sup>, which, among other things, inserted transitional rule 102 enabling the next scheduled election for Regional Representatives to occur in 2025. The transitional rule has the effect of truncating the terms of office for the current Branch officers elected in **E2021/48** by one year<sup>2</sup> in order to resynchronise the quadrennial election cycle for

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<sup>1</sup> *Police Federation of Australia* [2025] FWCD 1025 (R2025/57).

<sup>2</sup> The terms of office for the 2021 Regional Representatives now conclude on 30 June 2025 per sub rule 102(c).

Branch Regional Representatives identified above. It is noted that the terms of office for all Regional Representatives to be elected in this present election matter are for a full four (4) year term.<sup>3</sup>

[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 AEC.



DELEGATE OF THE GENERAL MANAGER

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<sup>3</sup> See sub rule 40(g) of the Branch rules. Notwithstanding sub rule 102(c), the 2021-elected Regional Representatives hold their respective offices until their successors are declared elected in the 2025 election (sub rule 102(d)).

## **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, Shane Allan Prior, being the General President of the Queensland Police Branch of the Police Federation of Australia make the following statement:

1. I am authorised to sign this statement containing prescribed information for the Queensland Police Branch of the Police Federation of Australia.
2. The following information is lodged under subsection 189(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).
3. The elections that are required are set out in the table in Annexure A.
4. These elections are necessary due to an irregularity in the timing of the election cycle arising from a delay in the conduct of the previous elections for the offices set out in Annexure A. The delay occurred as a result of the Australian Electoral Commission being unable to conduct the elections at the required time due to constraints associated with the COVID-19 pandemic.
5. On 16 April 2025, I caused my supplementary declaration to be lodged with the Fair Work Commission, notifying an alteration of the rules of the Police Federation of Australia. The alteration includes a new transitional rule to the rules, Part CF1 rule 102, which provides for the reset of the election cycle of the offices set out in Annexure A. Specifically, new transitional rule 102 provides:

### ***102 – Transitional Rule (Election Cycle)***

(a) *For the purposes of this rule the words in column A have the meaning set out opposite in column B:*

| <b>A</b>                             | <b>B</b>   |
|--------------------------------------|--|
| <b>2021 Regional Representatives</b> | <i>the Regional Representatives declared elected by the Australian Electoral Commission in Matter E2021/48</i> |

(b) *The purpose of this rule is to correct the irregularity in relation to timing of the Quadrennial Election cycle for Branch Regional Representatives resulting from a delay in the conduct of an election conducted by the Australian Electoral Commission in 2021.*

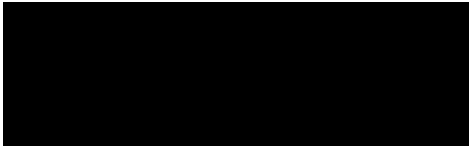
(c) *Despite sub-rule 40(g), the term of office for the 2021 Regional Representatives will conclude on 30 June 2025.*

(d) *Despite sub-rule (c), the 2021 Regional Representatives will hold their respective office until their successor is declared elected in an election held in 2025 under rule 40.*

6. Under new transitional rule 102, the terms of the offices set out in Annexure A are to conclude on 30 June 2025, with elections for those offices to be conducted in 2025.

7. The election is to be conducted in accordance with the Police Federation of Australia, Part CF1 Rules. As outlined in paragraphs 4 to 6 of this my statement, the alteration of rules that includes the insertion of new transitional rule 102 is before the General Manager of the Fair Work Commission for approval.
8. This statement **IS** lodged at least 2 months before nominations open for the election(s) in Annexure A.
9. Each Branch Regional Representative will be elected by and from the members attached to the region corresponding to the relevant office of Regional Representative —see Part CF1, rules 42(a) and (b). For example, the Branch Far Northern Regional Representative will be elected by and from the members assigned to the Far Northern Region Branch.

Signe

A black rectangular box redacting the signature.

Dated:

17-104-25

**NOTE:** This statement should be lodged with the Fair Work Commission at least 2 months prior to nominations opening. It can be submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

## Annexure A

- Elections that are required

| Branch                   | Name of Office  | Number required | Voting System<br>Direct voting system;<br>Collegiate electoral system | Reason for Election<br>Scheduled;<br>Casual vacancy;<br>New office created;<br>Insufficient nominations | Electorate                      |
|--------------------------|---|-----------------|---|---|---------------------------------|
| Queensland Police Branch | Branch Far Northern Regional Representative             | 1               | Direct voting System  | Scheduled   | Far Northern Region             |
| Queensland Police Branch | Branch Central Regional Representative                  | 1               | Direct voting System  | Scheduled   | Central Region                  |
| Queensland Police Branch | Branch Southern Regional Representative                 | 1               | Direct voting system  | Scheduled   | Southern Region                 |
| Queensland Police Branch | Branch Metropolitan North Regional Representative       | 1               | Direct voting system  | Scheduled   | Metropolitan North Region       |
| Queensland Police Branch | Branch Headquarters and Support Regional Representative | 1               | Direct voting system  | Scheduled   | Headquarters and Support Region |

- Important dates:

|                                    | Direct Voting System  | Collegiate Electoral System |
|------------------------------------|---|-----------------------------|
| <b>Nominations OPEN</b>            | To be determined by the returning officer                   |                             |
| <b>Nominations CLOSE</b>           | at least 28 days after notice given (see Part CF1, rule 45) |                             |
| <b>Roll of Voters cut off date</b> | At the direction of the returning officer                   |                             |