



7 July 2025

Allen Hicks

Branch Secretary

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division - New South Wales Divisional Branch

Sent via email: allen@etunsw.com.au

cc: Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, governance@cepu.asn.au

Dear Allen Hicks

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Electrical, Energy and Services Division - New South Wales Divisional Branch'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).

I note that "ceased" has been spelt as "creased", but accept that this is a typographical error.

Summary of your ORP Statement and Review Outcome

Financial year ending 31 December 2024

Matter number ORP2024/347

Date lodged 24 June 2025

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, **Allen Hicks**, being the Branch Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU), Electrical, Energy and Services Division, New South Wales Branch, declare the following Officer and Related Party (ORP) Disclosure Statement.

Organisation name	CEPU Electrical Energy & Services Division (CEPU EE&S Division)	Branch name (if applicable)	New South Wales Branch
Financial year start date	1 st January 2024	Financial year end date	31 st December 2024

INSTRUCTIONS FOR COMPLETING THIS STATEMENT

1. **This statement must be signed by an elected officer** of the organisation or branch to which it relates

2. **Answer the question about how many officers receive remuneration**, this includes wages and salary, superannuation, fees, allowances, benefits and other entitlements paid by the organisation, AND payments from external board positions, even if not retained by the officer

3. **Enter information into the tables below**. Add extra lines if needed (e.g. if more than one officer receives the same remuneration)

4. If you leave an item blank, you are declaring that there is nothing to disclose for that item.

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+
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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 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. Allen Hicks	Branch Secretary	\$ 298,040.39 <ul style="list-style-type: none"> • Salary - \$ 232,184.47 • Superannuation - \$ 57,581.91 • Health Allowance - \$ 1,846.01 • Incidental Allowance - \$ 1,060 • Attendance Fees - \$ 2,258 • Board Fees - \$ 3,110 (These board fees are fully passed into the Union in accordance with the Union's policy)	\$ 20,330.47 <ul style="list-style-type: none"> • \$ 18,216.32 • \$ 2,114.14 	<ul style="list-style-type: none"> • Motor Vehicle • Income Protection
2. Frederick Barbin	Branch Assistant Secretary	\$ 262,136.63 <ul style="list-style-type: none"> • Salary - \$ 207,314.62 • Superannuation - \$ 50,910.83 • Health Allowance - \$ 1,846.01 • Incidental Allowance - \$ 1,060 • Clothing Allowance - \$ 1,005.17 	\$ 22,573.98 <ul style="list-style-type: none"> • \$ 20,459.84 • \$ 2,114.14 	<ul style="list-style-type: none"> • Motor Vehicle • Income Protection

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)
3. Zac Hicks	Branch State Councillor/Organiser	\$ 191,926.83 <ul style="list-style-type: none"> • Salary - \$ 158,816.62 • Superannuation - \$ 30,604.47 • Health Allowance - \$ 1,079.74 • Incidental Allowance - \$ 1,060 • Attendance Fees - \$ 366 	\$Nil	Nil
4. Jesse James Savill	Branch State Councillor/Organiser	\$ 186,209.99 <ul style="list-style-type: none"> • Salary - \$ 154,471.12 • Superannuation - \$ 29,531.77 • Health Allowance - \$ 801.1 • Incidental Allowance - \$ 1,040 • Attendance Fees - \$366 	\$Nil	Nil
5. Jacob Kennedy	Branch State Councillor/Organiser	\$ 174,749.54 <ul style="list-style-type: none"> • Salary - \$ 145,768.48 • Superannuation - \$ 27,696.06 • Incidental Allowance - \$ 980 • Attendance Fees - \$305 	\$Nil	Nil

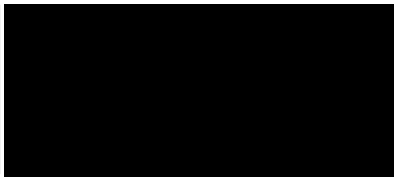
Payments to related parties and declared persons or bodies

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 (e.g. company owned by Secretary)	Purpose of payment (e.g. catering)	Amount	Other relevant details
1/1/2024 to 31/1/2024	Darran Miller	Payment after he creased to be an office holder	Remuneration paid in their capacity as an employee	<ul style="list-style-type: none">• \$ 11,612.8• \$2,879.96	<ul style="list-style-type: none">• Salary• Superannuation
1/1/2024 to 31/1/2024	Antony Stegic	Payment after he creased to be an office holder	Remuneration paid in their capacity as an employee	<ul style="list-style-type: none">• \$ 9,229.2	<ul style="list-style-type: none">• Workers Compensation

I declare that:

- the officers listed in this ORP Disclosure Statement are those whose relevant remuneration places them in the top five rankings of officers;
- where fewer (or no) 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 section.293G, where none are listed this is because there were no disclosable payments;
- where an entry in any of the above tables is blank, it indicates that there is nothing to disclose for that item;
- a copy of this ORP Disclosure Statement has been provided to the members of the organisation/branch within six months from the financial year ending;
- this is a true and correct statement.



Signed by the officer making the declaration [This must be the person whose name appears in the declaration at the top of page 1 of this ORP Statement]:

Dated: 24 June 2025

PLEASE NOTE: The ORP Disclosure Statement must be provided to all members and a copy lodged with the Fair Work Commission (the Commission) within six months from the end of the financial year. It can be lodged with the Commission by emailing to regorgs@fwc.gov.au. ALL BRANCHES are required to lodge an ORP Disclosure Statement. It is then published on the Commission website.

Did you know?



Relevant remuneration is more than just the remuneration paid to the officer by the organisation

It includes remuneration paid to the officer:

- by boards (such as a superannuation board) in certain circumstances; and
- by a related party of the organisation/branch in connection with the performance of the officer's duties as an officer.



The definition of related party in section 9B has some big differences from the definition in the accounting standards which applies to financial reporting