



20 June 2025

Carol Matthews  
Branch Secretary  
Independent Education Union of Australia - NSW/ACT Branch  
Sent via email: [ieu@ieu.org.au](mailto:ieu@ieu.org.au)

cc: Independent Education Union of Australia, [ieu@ieu.org.au](mailto:ieu@ieu.org.au)

Dear Carol Matthews

**The Independent Education Union of Australia - NSW/ACT 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).

**Summary of your ORP Statement and Review Outcome**

Financial year ending 31 December 2024

Matter number ORP2024/339

Date lodged 10 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](mailto: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, Carol Matthews, being the Secretary of the Independent Education Union of Australia, New South Wales / Australian Capital Territory Branch, declare the following Officer and Related Party (ORP) Disclosure Statement.

<b>Organisation name</b>	Independent Education Union of Australia	<b>Branch name (if applicable)</b>	New South Wales / Australian Capital Territory
<b>Financial year start date</b>	1 January 2024	<b>Financial year end date</b>	31 December 2024

### Top five rankings of officers – relevant remuneration and non-cash benefits

<b>How many officers do you have who receive remuneration?</b>	<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. Carol Matthews	Secretary	\$252,036.82 (Salary) \$35,837.84 (Superannuation) \$61,884.60 (Sitting fees – Payments received directly by the Union from NGS Super) \$2500 (Sitting fees – Payments received directly to the Union - NESA Advisory Committee)	\$7,281	Car
2. David Towson	Deputy Secretary	\$228,689.96 (Salary) \$33,160.10 (Superannuation) \$24,999.99 (Payments received directly by the Union - NESA Board Remuneration)	\$10,948	Car
3. Lynette Caton	Assistant Secretary	\$225,868.40 (Salary) \$31,971.51 (Superannuation)	\$1527	Car
4. Amanda Hioe	Assistant Secretary (23.3.24 – 31.12.24)	\$197,959.87 (Salary) \$28,371.22 (Superannuation)	\$6240	Car
5. Patrick Devery	Delegate to Federal Council (1.1.24 – 31.12.24)	\$189,801.55 (Salary) \$27,521.25 (Superannuation)	\$9054	Car

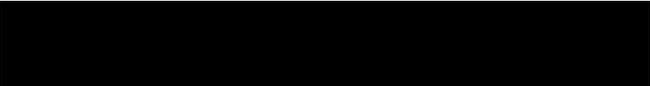
## Payments to related parties and declared persons or bodies

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	

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.

  
**Carol Matthews**  
**Secretary**

10/6/25

**Dated:**