



Fair Work  
Commission

9 July 2025

Kevin Bates  
Federal Secretary  
Australian Education Union  
Sent via email: [federalsecretary@aeufederal.org.au](mailto:federalsecretary@aeufederal.org.au)

Dear Kevin Bates

### **The Australian Education Union'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 ORP2024/353

Date lodged 25 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, NICOLE CALNAN, being the DEPUTY FEDERAL SECRETARY of the AUSTRALIAN EDUCATION UNION, declare the following Officer and Related Party (ORP) Disclosure Statement.

Organisation name	Australian Education Union	Branch name (if applicable)	Federal Office
Financial year start date	1 January 2024	Financial year end date	31 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?	Please circle	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. Kevin Bates	Federal Secretary	\$ 262,217	\$	
2. Correna Haythorpe	Federal President	\$ 255,973	\$ 62,629	accommodation
3. Nicole Calnan	Deputy Federal Secretary	\$ 227,298	\$	
4. Michelle Purdy	Federal TAFE President	\$ 192,336	\$65,190	accommodation
5. Angela Dean	Federal TAFE Secretary	\$16,164	\$	

*\* Includes Directors fee from the National Council of Vocational Education Research (NCVER) of \$8038.12 paid to the ACTU and not paid to Kevin Bates.*

*\* Includes sitting fees from Teachers Mutual Bank Advisory Group of \$1650 paid to the AEU Federal Office and not paid to Nicole Calnan.*

*\* Michelle Purdy's remuneration relates to a temporary position as Project Officer while on leave from their Office.*

*\* 0.2 FTE remitted to the AEU SA Branch for Angela Dean for work undertaken as the Federal TAFE Secretary for period 1/2/2024-31/10/2024*

#### Payments to related parties and declared persons or bodies

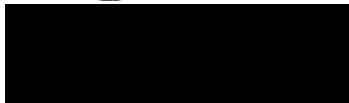
During the financial year, the following payments were made to related parties or declared persons or bodies. The details of these payments are included below. (This list does not include payments that are exempted from disclosure under section 293G).

Date	Name	Nature of relationship (e.g. company owned by Secretary)	Purpose of payment (e.g. catering)	Amount	Other relevant details
	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.

**Signed by the officer making the declaration**

A solid black rectangular box used to redact the signature of the officer making the declaration.

Dated: 25.6.25