



Fair Work  
Commission

24 July 2025

Adam Horsburgh  
President  
Victorian Hospitals' Industrial Association  
Sent via email: [vhia@vhia.com.au](mailto:vhia@vhia.com.au)

Dear Adam Horsburgh

**The Victorian Hospitals' Industrial Association'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 30 June 2025

Matter number ORP2025/223

Date lodged 22 July 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**

22 July 2025

Fair Work Commission  
GPO Box 1994  
MELBOURNE VIC 3001

Email: [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)

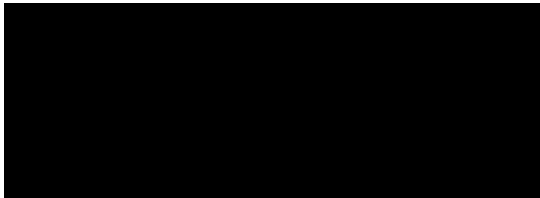
Dear Sir/Madam,

***Victorian Hospitals' Industrial Association – Officer & Related Party Disclosure***

Please find attached the Association's Officer & Related Party Disclosure for the year ended 30 June 2025.

Should you have any queries, please do not hesitate to contact Marinella Manzanal (Executive Assistant/Board Secretary) at [mmanzanal@vhia.com.au](mailto:mmanzanal@vhia.com.au).

Yours sincerely,



**Stuart McCullough**  
**Chief Executive Officer**

## OFFICER AND RELATED PARTY DISCLOSURE STATEMENT in accordance with Section 293J *Fair Work (Registered Organisations) Act 2009*

I, **Adam Horsburgh**, being the **President** of the **Victorian Hospitals' Industrial Association**, declare the following Officer and Related Party (ORP) Disclosure Statement.

<b>Organisation name</b>	Victorian Hospitals' Industrial Association	<b>Branch name</b>	NA
<b>Financial year start date</b>	01/07/2024	<b>Financial year end date</b>	30/06/2025
<b>INSTRUCTIONS FOR COMPLETING THIS STATEMENT:</b>  1. Answer the question about how many officers receive remuneration (remember this includes remuneration from external boards)  2. Enter information into the tables about your branch or organisation. Add extra lines if needed (e.g. if more than one officer receives the same remuneration)  3. If there are no disclosures in any of the cells below, please insert 'NIL'			

### 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>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>5+</b>
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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 in the [ORGANISATION OR BRANCH] 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. <b>NIL</b>		\$	\$	
2. <b>NIL</b>		\$	\$	
3. <b>NIL</b>		\$	\$	
4. <b>NIL</b>		\$	\$	
5. <b>NIL</b>		\$	\$	

No officers in the branch received relevant remuneration from the branch/organisation, any relevant boards or related parties.

## Payments to related parties and declared persons or bodies

Date	Name	Nature of relationship (e.g. company owned by Secretary)	Purpose of payment (e.g. catering)	Amount	Other relevant details
	<b>NIL</b>			\$	
				\$	
				\$	
				\$	
				\$	
				\$	

The branch/organisation did not make any payments to related parties or declared persons or bodies that are required to be disclosed.

I declare that:

- the officers listed in this ORP statement are those whose relevant remuneration places them in the top five rankings of officers;
- where fewer 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;

**Signed (by the officer making the declaration):**



Adam Horsburgh

**Dated:** 22/07/2025

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