

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

I, Alex Caruana, being the President of the Police Federation of Australia – Australian Federal Police Association Branch, declare the following Officer and Related Party (ORP) Disclosure Statement.

<b>Organisation name</b>	Police Federation of Australia	<b>Branch name</b>	Australian Federal Police Association Branch
<b>Financial year start date</b>	01/07/2024	<b>Financial year end date</b>	30/06/2025

**INSTRUCTIONS FOR COMPLETING THIS STATEMENT:**

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>	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 in the Police Federation of Australia – Australian Federal Police Association 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. Alex Caruana	President	\$214,184	\$ NIL	NIL
2. Clare Fitzpatrick	Vice President	\$2,000*	\$ NIL	NIL
2. Adrian Smith	Secretary/Treasurer	\$2000*	\$ NIL	NIL
2. Nicholas Bryce	Executive Member	\$2,000*	\$ NIL	NIL
2. Jane Thompson	Executive Member	\$2000*	\$ NIL	NIL
2. Eric Davies	Executive Member	\$2000*	\$ NIL	NIL
2. John Hawkins	Executive Member	\$2000*	\$ NIL	NIL
3. Troy Gordon	Executive Member	\$1,626*	\$ NIL	NIL
3. Rod Higgins	Executive Member	\$1,626*	\$ NIL	NIL
4. David Power	Executive Member	\$374*	\$ NIL	NIL
4. Heath Langlands	Executive Member	\$374*	\$ NIL	NIL

**\*Executive Members in receipt of the Honorarium (APFA Policy).**

## Payments to related parties and declared persons or bodies

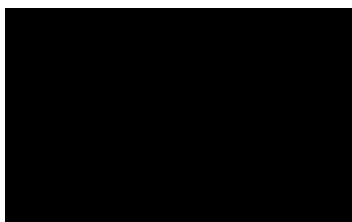
During the financial year, the following payments were made to related parties or declared persons or bodies. The details of these payments are included below. (This list does not include payments that are exempted from disclosure under section 293G).

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

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;

Signe



Dated: 10 September 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.

## 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**

- guidance notes for officers or organisations