



Fair Work  
Commission

2 December 2025

Lloyd Williams  
National Secretary  
Health Services Union  
Sent via email: [hsu@hsu.net.au](mailto:hsu@hsu.net.au)

Dear Lloyd Williams

### **The Health Services 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 30 June 2025

Matter number ORP2025/60

Date lodged 28 November 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, Lloyd Williams, being the National Secretary of the Health Services Union, declare the following Officer and Related Party (ORP) Disclosure Statement.

Organisation name	Health Services Union	Branch name	National Office
Financial year start date	1 July 2024	Financial year end date	30 June 2025

## 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)	Notes
1. Kate Marshall	Branch Assistant Secretary Health Services Union Victoria No. 2 Branch <sup>1</sup>	Wages	\$15,190.53	\$770.00	Car	Paid by the Health Services Union Victoria No. 2 Branch
		Superannuation	\$1,909.93			
	National Senior Assistant Secretary	Wages	\$157,784.00	\$10,783.00	Car	Paid by the Health Services Union National Office
		Superannuation	\$18,145.00			

<sup>1</sup> Branch Assistant Secretary role ended 19/7/2024.

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)	Notes
	Director HESTA	Directors' Fees <sup>2</sup>	\$71,887.00	NIL	N/A	No benefit to Officer. Directors' fees paid by HESTA go directly to the Health Services Union National Office in accordance with HSU Policy.
		Superannuation	\$8,374.00			Superannuation on Directors' fees paid to the Officer in accordance with legislation.
2. Gerard Hayes	National President/ Branch Secretary Health Services Union NSW/ACT/QLD Branch	Wages including Superannuation	\$261,332.00	\$6,998.00	Car	Paid by the Health Services Union NSW (State registered union)
3. Lloyd Williams	National Secretary	Wages	\$206,854.31	\$7,398.00	Car	Paid by the Health Services Union National Office.
		Superannuation	\$23,788.18			
	Director Portable Long Service Authority Board	Directors' Fees <sup>2</sup>	\$5,373.09	NIL	N/A	No benefit to Officer. Directors' fees paid by PLSA directly to the Health Services Union National Office in accordance with HSU Policy.
		Superannuation	\$617.90			Superannuation on Directors' fees paid to the Officer in accordance with legislation.
	Director Department of Aged Services	Directors' Fees	\$5,163.60	NIL	N/A	Paid directly to the Officer. The Officer takes unpaid leave equivalent to the fees to comply with HSU Policy.
		Superannuation	\$593.81			Superannuation on Directors' fees paid to the Officer in accordance with legislation
	Director HumanAbility Board	Directors' Fees <sup>2</sup>	\$11,584.57	NIL	N/A	No benefit to Officer. Directors' fees paid by HumanAbility directly to the Health Services Union National Office in accordance with HSU Policy.

<sup>2</sup> Directors' fees paid to Health Services Union National Office in accordance with HSU policy.

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)	Notes
		Superannuation	\$1,332.23			Superannuation on Directors' fees paid to the Officer in accordance with legislation.
4. Diana Asmar	National Senior Vice President <sup>3</sup> / Branch Secretary Health Services Union Victoria No. 1 Branch <sup>4</sup>	Salary	\$228,080.67	\$20,302.10	Car	Paid by the Health Services Union Victoria No. 1 Branch
		Superannuation	\$26,125.53			
5. Lindsay Ryan	Branch Assistant Secretary Health Services Union Victoria No. 3 Branch/ Branch Delegate to National Council	Salary	\$47,286.00	\$1,660.00	Car	Paid by the Health Services Union Victoria No. 3 Branch
		Payment of entitlements on resignation	\$189,554.00			
		Superannuation	\$5,438.00			

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<sup>3</sup> Resigned as National Senior Vice President 13/8/24

<sup>4</sup> All offices of the Health Services Union Victorian No. 1 Branch of the Health Services Union were vacated on the 25<sup>th</sup> June 2025 per Health Services Union v Asmar (Administration Decision) [2025] FCA 689

# Payments to related parties and declared persons or bodies

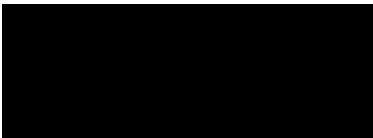
During the financial year, the following payments were made to related parties or declared persons or bodies. The details of these payments are included below.  
(This list does not include payments that are exempted from disclosure under section 293G).

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	NIL	NIL	NIL	\$NIL	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



20-11-2025