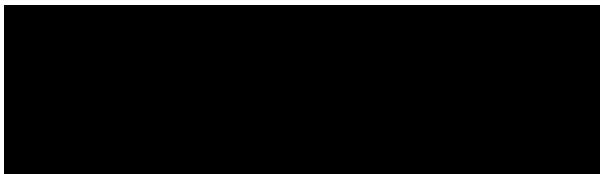


PRESCRIBED INFORMATION FOR ELECTIONS in accordance with Section 189 *Fair Work (Registered Organisations) Act 2009* and Regulation 138 *Fair Work (Registered Organisations) Regulations 2009*

I, Ben Carpenter, being the Secretary Treasurer of the Australian Hotels Association make the following statement:

1. I am authorised to sign this statement containing prescribed information AHA QLD Branch.
2. The following information is lodged under subsection 189(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).
3. The elections that are required are set out in the table in Annexure A.
4. No rule alterations are pending that will impact the election.
5. This statement **IS** lodged at least 2 months before nominations open for the election(s) in Annexure A.
6. If the number of elected representatives is calculated on a formula(s) defined in the rules]:
 - a. The rule number(s) which specify(s) the formula(s) are Australian Hotels Association rules 11.2 and Rule 11.5
 - b. The formula(s) is Rule 11.1 and Rule 11.2
 - c. The information for calculating the formula(s) is population of State where branch is located
 - d. The relevant date(s) for this information is 8th December 2025

Signed:



Dated: 8th December 2025

NOTE: This statement should be lodged with the Fair Work Commission at least 2 months prior to nominations opening. It can be submitted to regorgs@fwc.gov.au.

Annexure A

- Elections that are required

Branch	Name of Office	Number required	Voting System	Reason for Election	Electorate
			<i>Direct voting system; Collegiate electoral system</i>	<i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	
Queensland	Delegate to National Board	6 (incl 1 ex officio)	Collegiate Electoral System	Scheduled	Members of the Branch Committee of Management, however, one of the offices is filled by the President of the Branch ex officio (see r.11.2 and r.11.5 of the Australian Hotels Association Rules).

- Important dates:

	Collegiate Electoral System
Nominations OPEN	<i>At least 14 days prior to the first day of April (r.11A.2)</i>
Nominations CLOSE	<i>1 April or such later time as allowed by the Returning Officer (r.11A.2)</i>
Roll of Voters cut off date	<i>Seven days before the day on which nominations for the election open (r.11A.1)</i>



DECISION

Fair Work (Registered Organisations) Act 2009
s.189—Arrangement for conduct of an election

Australian Hotels Association
(E2025/190)

MR STEENSON

SYDNEY, 19 DECEMBER 2025

Arrangement for conduct of election.

[1] On 9 December 2025 the Australian Hotels Association (the **AHA**) lodged with the Fair Work Commission (the **Commission**) prescribed information for an election to fill the following offices for a new term of office:

Delegates to AHA National Board (5)
(*additional to the Branch President as ex officio Delegate*)

[2] The timing of the lodgement of prescribed information is consistent with the *ordinary* timing for an election required under the AHA Queensland Branch (the **Branch**) rules to be conducted each year for Delegates to the AHA National Board.¹

Election previously conducted (E2024/199)

[3] However, the most recent election for the offices named above (E2024/199) only concluded a few months ago, as the prescribed information for that election was lodged with a delay of six (6) months.²

[4] On 3 September 2025, the Commission received the declaration of results from the Australian Electoral Commission (the **AEC**) providing notification that the delayed election for the five (5) required Delegates to the AHA National Board had been completed.

This election request (E2025/190)

[5] As indicated above, the prescribed information lodged on 9 December 2025 is consistent with the timeframes in the organisation's rules (as they presently stand) and the requirements of section 189(2) of the *Fair Work (Registered Organisations) Act 2009* (the **RO Act**). I acknowledge and commend the organisation's timely lodgement of this information in compliance with its rules and the RO Act – which stands in favourable contrast to past late lodgements.

¹ AHA National Rules certified 1 July 2023 [D2022/12], rule 11A.2 (requiring nominations to open at least fourteen days prior to the first day of April in each year).

² [2025] FWCD 1070 issued 23 July 2025.

[6] Section 189(3) of the RO Act requires me, as Delegate of the General Manager, to determine whether an election is required to be conducted under the rules of the organisation.

[7] In the recent past, the similar situation – of an election arising under the rules of the organisation, when the previous one had been completed late – arose on several occasions, particularly during the COVID-19 pandemic when the AEC's conduct of elections in registered organisations was delayed. This was particularly so in organisations which had offices with one (1) or two (2) year terms. In those circumstances, election decisions dealt with apparently overlapping election requests, including where the conduct of one election would have the effect of superseding (or fulfilling) another one.³

[8] However, in the present matter, having considered that Delegates to the AHA National Board have a one (1) year term of office under the organisation's rules, it would appear impractical to delay the conduct of a further election, as this would mean that future elections for the same officers would either fall 'out of sync' with the timelines prescribed under the organisation's rules or that officers would remain in office well beyond their usual term. I have therefore determined that the best course of action is to proceed with the conduct of this election, noting that it will result in the truncation of the terms of the current Delegates to National Board, elected in E2024/199.

[9] Staff of the Commission have engaged with the Branch requesting that it communicate the effect of conducting this election to the current Delegates to National Board and obtain their acknowledgement that they are aware of the effect on their current term of office. The Branch provided confirmation of this to the Commission in correspondence on 16 December 2025.

Delegates to the AHA National Accommodation Division: election not required

[10] The prescribed information lodged by the Branch initially also requested an election to fill two (2) offices of Delegate to the AHA's National Accommodation Division (the **NAD**).

[11] However, I note that the NAD had lodged prescribed information with the Commission on 19 December 2024 (E2024/134) seeking to fill two (2) NAD Board Member positions for the Queensland Branch. On 21 January 2025, I issued a decision to enable the conduct of that election.⁴

[12] As a result of the amalgamation of the AHA and the Accommodation Association of Australia in recent years, there have been alterations to the rules of the AHA and the Branch, which have affected the structures within the AHA and the Branch.⁵

[13] Among the changes was the creation of the new NAD Board, for which E2024/134 was the inaugural election after a transitional period had been completed.

[14] The rules for the election of NAD Board Members are set out at rule 52 of the AHA's National rules. The equivalent provisions under the Branch rules are outlined at rule 20, where these same officers are referred to as 'Branch Delegates to the AHA NAD'.

³ See, for example, *Australian Trainers' Association* [2023] FWCD 1036 regarding election matter E2022/60.

⁴ [2025] FWCD 8.

⁵ See, for example, alterations to the AHA National rules in R2020/170 and to the Branch rules in R2023/107.

[15] Rule 52(i) of the AHA National rules prescribes a three (3) year term for these offices. Since the previous election in E2024/134 has been recently undertaken (with results declared by the AEC in April, May and June of this year), I am satisfied that, in the absence of any casual vacancy, a further election will not be required to fill these positions until the expiry of the three (3) year term of the current NAD Board, in 2028.

[16] On that basis, I am satisfied that an election is only required to be held for the office of Delegates to the AHA National Board under the rules of the organisation.

[17] Accordingly, under subsection 189(3) of the RO Act, I am making arrangements for the conduct of the election by the AEC.



DELEGATE OF THE GENERAL MANAGER

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