



Fair Work
Commission

6 January 2026

Andrew Hickman
President
National Fire Industry Association
Sent via email: info@nfia.com.au

Dear Andrew Hickman

The National Fire Industry 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 ORP2025/204
Date lodged 24 December 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.

Yours sincerely

Fair Work Commission

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

I, Andrew Hickman, being the President of the National Fire Industry Association, declare the following Officer and Related Party (ORP) Disclosure Statement.

Organisation name	National Fire Industry Association	Branch name	
Financial year start date	1 July 2024	Financial year end date	30 June 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

How many officers do you have who receive remuneration?	<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 National Fire Industry Association are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

NIL.

During the 2024 – 2025 financial year, no officers in the organisation received remuneration from the organisation, any relevant board, or any relevant parties.

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)
Andrew Hickman	President	\$0	\$0	
Haysam Mohtadi	Vice President	\$0	\$0	
Shayne Bennett	Secretary / Treasurer	\$0	\$0	
Gordon Stalley	Councillor	\$0	\$0	
Joe Armitage	Councillor	\$0	\$0	
Brooke Andradi	Councillor	\$0	\$0	
Tim Knapstein	Councillor	\$0	\$0	

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).

NIL.

During the 2024 – 2025 financial year, the National Fire Industry Association did not make any payments to related parties or declared persons or bodies.

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
				\$	
				\$	
				\$	
				\$	
				\$	
				\$	

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):

