



DECISION

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

Australian Education Union
(E2025/207)

MR STEENSON

SYDNEY, 16 DECEMBER 2025

Arrangement for conduct of election.

[1] On 9 December 2025 the New South Wales Teachers Federation (NSWTF) Branch (**Branch**) of the Australian Education Union (**AEU**) lodged with the Fair Work Commission (**Commission**) prescribed information for an election to fill the following office, due to insufficient nominations received in a previous election (**E2024/192**):

Branch Conference Delegates from each of the following Teachers' Associations:

Aboriginal Members' Roll	(1)
Ardlethan	(1)
Balranald-Tooleybuc	(1)
Barham	(1)
Barraba	(1)
Barrier	(1)
Bellinger River	(1)
Bingara	(1)
Blacktown	(7)
Blue Mountains	(1)
Bombala	(1)
Bonalbo	(1)
Boorowa	(1)
Bourke	(1)
Braidwood	(1)
Brewarrina	(1)
Camden	(5)
Campbelltown	(3)
Canowindra	(1)
Canterbury-Bankstown	(7)

Casino	(1)
Cessnock	(1)
Coleambally	(1)
Coolamon	(1)
Coonabarabran-Baradine	(1)
Coonamble	(1)
Cootamundra	(1)
Corowa	(1)
Crookwell	(1)
Dorrigo	(1)
Fairfield	(3)
Gilgandra	(1)
Glen Innes	(1)
Gloucester	(1)
Gobondery	(1)
Gosford	(2)
Goulburn	(2)
Grafton	(2)
Grenfell	(1)
Griffith	(1)
Gundagai	(1)
Harden-Murrumburrah	(1)
Hillston	(1)
Hornsby	(5)
Illawarra	(4)
Inner City	(2)
Inner West	(1)
Junee	(1)
Kandos-Rylstone	(1)
Lake Cargelligo	(1)
Lake Macquarie	(1)
Leeton-Yanco	(1)
Lismore	(1)
Liverpool	(8)
Lockhart	(1)
Lower Blue Mountains	(2)
Lower Richmond	(1)
Macintyre-Mungindi	(1)
Maitland	(4)
Manilla	(1)
Manly-Warringah	(2)

Merriwa	(1)
Mid Richmond	(1)
Middle Harbour	(5)
Molong	(1)
Moruya	(1)
Mullumbimby	(1)
Narooma	(1)
Narrabri-Wee Waa	(1)
Narrandera	(1)
Newcastle	(4)
Nyngan	(1)
OCAA	(1)
Orange	(2)
Peak Hill	(1)
Port Stephens	(1)
Portland	(1)
Queanybeyan	(1)
Ryde-Macquarie	(3)
Scone-Aberdeen	(1)
Shoalhaven	(1)
Southern Highlands	(1)
St George	(6)
St Marys-Mt Druitt	(5)
Sutherland	(3)
Temora	(1)
The Hills	(6)
Tweed	(1)
Walcha	(1)
Walgett	(1)
Warialda	(1)
Warren-Nevertire	(1)
Wilcannia	(1)
Wollondilly	(2)

[2] In respect of the Delegates from the Griffith Teachers' Association, the Australian Electoral Commission (AEC) declaration from the scheduled election (**E2024/192**) states that there were two Delegates to be elected from Griffith, and that neither of these offices were filled during that election. This was due to the Decision for E2024/192¹ incorrectly requesting an election for two Delegates from Griffith. The prescribed information lodged by the Branch for the scheduled election E2024/192 only requested one Delegate for Griffith, based on

¹ [2024] FWCD 160.

membership numbers of 238, as per Branch rule 7(2),² and the noting of two Delegates in the Decision was an error.

[3] The prescribed information for this election, E2025/207, has requested one Delegate from Griffith, and this decision reflects that.

[4] I am satisfied that an election for the abovenamed offices is required to be held under the rules of the organisation and, under subsection 189(3) of the *Fair Work (Registered Organisations) Act 2009*, I am making arrangements for the conduct of the election by the AEC.



DELEGATE OF THE GENERAL MANAGER

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² R2025/117.



New South Wales Teachers Federation

a branch of the Australian Education Union
AEU NSW Teachers Federation Branch ABN 86 600 150 697



8 December 2025

In reply please quote:GS0939/2025/MLS/md

Mr Murray Furlong
General Manager
Fair Work Commission
GPO Box 1994
Melbourne VIC 3001

Via email: regorgs@fwc.gov.au

Dear Murray,

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, MAXINE SHARKEY, being the General Secretary of the Australian Education Union NSW Teachers Federation Branch make the following statement:

1. I am authorised to sign this statement containing prescribed information for Australian Education Union NSW Teachers Federation 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. Insufficient nominations were received in an earlier elections and the declarations of results are attached.
5. No rule alterations are pending that will impact the election.
6. This statement **IS** lodged at least 2 months before nominations open for the election(s) in Annexure A.
7. (a) The rule number(s) which specify(s) the formula(s) is/are: Branch Rule 7 (1), (2) and (5).

Yours sincerely

Maxine Sharkey
General Secretary

ANNEXURE A

- Elections that are required

Branch	Name of Office	Financial Members	Number required	Voting System <i>Direct voting system; Collegiate electoral system</i>	Reason for Election <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	Electorate
NSW	Conference Delegate - Aboriginal Members Roll	1283	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Ardlethan Teachers Association	23	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Balranald-Tooleybuc Teachers Association	29	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Barham Teachers Association	33	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Barraba Teachers Association	18	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Barrier Teachers Association	274	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Bellinger River Teachers Association	116	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Bingara Teachers Association	24	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Blacktown Teachers Association	1713	7	Direct voting system	Insufficient Nominations	Members of the association

	Conference Delegate - Blue Mountains Teachers Association	196	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Bombala Teachers Association	28	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Bonalbo Teachers Association	19	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Boorowa Teachers Association	29	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Bourke Teachers Association	64	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Braidwood Teachers Association	32	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Brewarrina Teachers Association	19	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Camden Teachers Association	1016	5	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Campbelltown Teachers Association	1591	3	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Canowindra Teachers Association	48	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Canterbury-Bankstown Teachers Association	1900	7	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Casino Teachers Association	126	1	Direct voting system	Insufficient Nominations	Members of the association

	Conference Delegate – Cessnock Teachers Association	318	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Coleambally Teachers Association	18	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Coolamon Teachers Association	35	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Coonabarabran-Barradine Teachers Association	93	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Coonamble Teachers Association	54	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Cootamundra Teachers Association	67	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Corowa Teachers Association	94	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Crookwell Teachers Association	49	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Dorriggo Teachers Association	33	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Fairfield Teachers Association	1255	3	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Gilgandra Teachers Association	72	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Glen Innes Teachers Association	94	1	Direct voting system	Insufficient Nominations	Members of the association

	Conference Delegate - Gloucester Teachers Association	52	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Gobondery Teachers Association	39	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Gosford Teachers Association	1068	2	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Goulburn Teachers Association	304	2	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Grafton Teachers Association	265	2	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Grenfell Teachers Association	51	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Griffith Teachers Association	238	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Gundagai Teachers Association	44	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Harden- Murrumburrah Teachers Association	32	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Hillston Teachers Association	23	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Hornsby Teachers Association	1344	5	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Illawarra	1849	4	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Inner City	1623	2	Direct voting system	Insufficient Nominations	Members of the association

	Conference Delegate - Inner West Teachers Association	1353	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Junee Teachers Association	51	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Kandos-Rylstone Teachers Association	52	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Lake Cargelligo Teachers Association	41	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Lake Macquarie Teachers Association	729	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Leeton-Yanco Teachers Association	145	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Lismore Teachers Association	339	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Liverpool Teachers Association	2090	8	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Lockhart Teachers Association	27	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Lower Blue Mountains Teachers Association	392	2	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Lower Richmond Teachers Association	361	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Macintyre-Mungindi Teachers Association	43	1	Direct voting system	Insufficient Nominations	Members of the association

	Conference Delegate – Maitland Teachers Association	879	4	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Manilla Teachers Association	21	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Manly-Warringah Teachers Association	1442	2	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Merriwa Teachers Association	31	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Mid Richmond Teachers Association	84	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Middle Harbour Teachers Association	1219	5	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Molong Teachers Association	57	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Moruya Teachers Association	108	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Mullumbimby Teachers Association	136	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Narooma Teachers Federation	122	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Narrabri- Wee Waa Teachers Association	112	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Narrandera Teachers Association	68	1	Direct voting system	Insufficient Nominations	Members of the association

	Conference Delegate – Newcastle Teachers Association	1412	4	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Nyngan Teachers Association	44	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – OCAA Teachers Association	780	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate –Orange Teachers Association	361	2	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Peak Hill Teachers Association	19	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Port Stephens Teachers Association	212	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Portland Teachers Association	28	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Queanbeyan Teachers Association	417	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Ryde-Macquarie Teachers Association	1131	3	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Scone-Aberdeen Teachers Association	90	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Shoalhaven Teachers Association	683	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate -Southern Highlands Teachers Association	329	1	Direct voting system	Insufficient Nominations	Members of the association

	Conference Delegate - St George Teachers Association	1531	6	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - St Marys-Mt Druitt Teachers Association	1439	5	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Sutherland Teachers Association	1583	3	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Temora Teachers Association	88	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - The Hills Teachers Association	1323	6	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Tweed Teachers Association	401	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Walcha Teachers Association	26	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Walgett Teachers Association	90	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Wialda Teachers Association	32	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Warren-Nevertire Teachers Association	28	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate - Wilcannia Teachers Association	20	1	Direct voting system	Insufficient Nominations	Members of the association
	Conference Delegate – Wollondilly Teachers Association	253	2	Direct voting system	Insufficient Nominations	Members of the association
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- Important dates:

	Direct Voting System
Nominations OPEN	<i>To be determined by Returning Officer (in accordance with rule 36 (3)(a))</i>
Nominations CLOSE	<i>To be determined by Returning Officer (in accordance with rule 36 (3)(a))</i>
Roll of Voters cut-off date	<i>7 days prior to nominations opening (rule 31.2)</i>

The following decisions were made by the Branch Council on 25 November 2023 and 15 June 2024:

25 November 2023

Report on Planning for Council and Conference Representation 2025-2026

Report received and following Recommendation adopted.

RECOMMENDATION

As required by the rules, Friday 12 April 2024 will be the cut-off date for determining each Associations' financial membership, and therefore councillor and annual conference delegate entitlements.

15 June 2024

Planning for Council and Conference Representation 2025-2026

Report received and following recommendation adopted by Council

DECISION

Report received and adopted.

1. The following associations no longer be grouped for the 2025-2026 biennium:
Barham/Hay, Griffith/Coleambally, Cobar/Nyngan, Brewarrina/Bourke/Coonamble, Gilgandra/Warren-Nevertire, Coolamon/Junee, Ardlethan/Narrandera, Uralla/Walcha, Tamworth/Manilla/Barraba, Armidale/Guyra, Inverell/Bingara/Warialda
2. The following grouped associations for the 2025-2026 biennium be endorsed in accordance with and for the purposes of Branch Rule 11 (3)
Coleambally/Finley, Deniliquin/Barham, Griffith/Hay, Cobar/Nyngan/ Warren- Nevertire, Gilgandra/Coonamble, Walgett/Bourke/Brewarrina, Narrandera/Coolamon/Junee, Leeton-Yanco/Ardlethan, Armidale/Uralla/Guyra, Tamworth/Manilla/Walcha, Inverell/Warialda/Bingara/Barraba
3. Adjustments to the Lake Wake Wallis association boundary be made to include Nabic Public School in line with rule 57.

4. Adjustments to the Macleay River association boundary be made to include Eungai Public School and Telegraph Point Public School in line with rule 57.
5. Following consultation, the Lake Macquarie association be separated into two individual associations for the 2025-2026 biennium.
6. All other Association entitlements are determined in accordance with the formula set out in the table at Branch Rule 11 (2).
7. Annual Conference delegate entitlements be determined in accordance with Branch Rule 7 (2).