



20 January 2026

Bryan Wilcox  
Chief Executive Officer  
Real Estate Employers' Federation  
Sent via email: bryan@reef.org.au

Dear Bryan Wilcox

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Real Estate Employers' Federation (AR2026/34).

A list of those changes has been summarised in Appendix A at the end of this letter.

#### What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the Commission's [Officer Induction Kit](#)

These next steps are explained below in more detail.

#### Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (section 293K of the *Fair Work (Registered Organisations) Act 2009* (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process

- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



#### **Officer financial training audit**

An audit by the Commission into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

#### **Help for new officers: Officer Induction Kit**

The Commission has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the Commission's [officers and disclosures](#) page.

#### **Disclosure obligations: what officers must do**

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the Commission's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

#### **Time frames for notifications of change**

Notifications of change must be lodged within 35 days of the change occurring (regulation 151 *Fair Work (Registered Organisations) Regulations 2009*).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement

#### **eLearning module – notifications of change**



The Commission has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au) if you have any questions or would like to discuss this matter further.

Yours sincerely

**Fair Work Commission**

## Appendix A

The table below outlines the changes notified and when they were lodged.  
Our records have been updated.

The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
15 January 2026	N/A	President, Vice President and Committee Member vacancy	Yes

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, **Linda Baker**, being the **President** of the **Real Estate Employers' Federation**, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.



Signed: **Linda Baker – President**

Dated: **15 January 2026**

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within **35 days**. It can be submitted to [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au)].

# ANNEXURE A

THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

Changes to Offices and Office Holders of the Real Estate Employers' Federation:

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
National	15.1.2026	President	Vacant	Linda Baker	C/- Ray White Norwood, 249 Greenhill Road, Dulwich, SA, 5065	Company Director & Real Estate Agent
National	15.1.2026	Vice President	Linda Baker	Michael Cameron	C/- Lauders Real Estate, PO Box 87, Old Bar, NSW, 2430	Company Director & Real Estate Agent
National	15.1.2026	Committee Member	Michael Cameron	N/a	N/a	N/a



20 January 2026

Bryan Wilcox  
Chief Executive Officer  
Real Estate Employers' Federation  
Sent via email: bryan@reef.org.au

Dear Bryan Wilcox

**The Real Estate Employers' Federation's annual return of information (annual return) lodged under subsection 233(1) of the RO Act**

Thank you for providing your annual return lodged under subsection 233(1) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

**Summary of your annual return and its assessment**

Year 2026  
Matter number AR2026/34  
Lodgement date 5 January 2026  
Result FILED

In your declaration that accompanied the annual return, you declared that the information contained in the annual return was true and correct.

Your annual return has been reviewed for compliance with the requirements of the RO Act, as well as whether you addressed the issues of concern (if any) that the regulator raised with you about last year's annual return.

The requirements for annual returns are set out in sections 230 and 233(1) of the RO Act.



**Your annual return satisfied the requirements of the review and has been uploaded to the Fair Work Commission (the Commission) website.**

**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 to find out when we release new materials](#).

If you have any queries we can be contacted on 1300 341 665 or by email at [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

Yours sincerely

**Fair Work Commission**

**ANNUAL RETURN OF INFORMATION (organisation with no branches) in accordance with Regulation 147 Fair Work (Registered Organisations) Regulations 2009 and Sections 230 and 233 Fair Work (Registered Organisations) Act 2009**

I, **Linda Baker**, being the **Vice President** of the **Real Estate Employers' Federation**, declare the following:

1. I am authorised to make this declaration.
2. The register of members has, during the immediately preceding calendar year, been kept and maintained as required by section230(1)(a) and section230(2) of the *Fair Work (Registered Organisations) Act 2009* (the Act).
3. The following is a correct statement of the information contained in the records required to be kept by the organisation in accordance with section230(1)(b), (c), and (d) of the Act:
  - The address of the organisation is **Suite 606, Level 6, 97-99 Bathurst Street, Sydney**.<sup>1</sup>
  - The organisation has no branches, and no branches have ceased or commenced in the previous 12 months.<sup>2</sup>
  - On 31 December 2025 the number of members was **1815**.<sup>3</sup>
  - A list of offices and the names, postal addresses and occupations of persons holding those offices as at the date of this declaration is attached at Annexure A and forms part of this declaration.
  - Under the rules of the organisation, there is a scheduled full Committee election to be completed by early 2026 and it is currently under way. Stage 1, being the election of the Committee was completed 11 December 2025 and Stage 2, being the election of the Executive, is currently in progress.<sup>4</sup>
  - The organisation has not entered into an agreement under section151(1) of the Act with a state union.

Signed: **Linda Baker – Vice President**

Dated: **5 January 2026**



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<sup>1</sup> section230(1)(d); reg.147(d)

<sup>2</sup> section230(1)(d); reg.147(a), (b), (c) & (d)

<sup>3</sup> section230(1)(d); reg.147(f)

<sup>4</sup> section230(1)(d); reg.147(e)

## Annexure A

### THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

Offices and Office Holders in the Organisation:

Name of Office	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
President	Vacant	Vacant	Vacant
Vice President	Linda Baker	C/- Ray White Norwood 249 Greenhill Road, Dulwich, SA, 5065	Real Estate Agent & Company Director
Treasurer	Tony Abboud	C/- Snowden Parkes Real Estate PO Box 530, Ryde, NSW, 1680	Real Estate Agent & Company Director
General Committee Member	Jacqui Barnes	C/- Laing & Simmons Corporation 200 George Street, Sydney, NSW, 2000	Real Estate Agent & Company Manager
General Committee Member	Michael Cameron	C/- Lauders Real Estate 52 Old Bar Road, Old Bar, NSW, 2430	Real Estate Agent & Company Director
General Committee Member	Karl Poulton	C/- Professionals Nowra 68 North Street, Nowra, NSW, 2541	Real Estate Agent & Company Director
General Committee Member	Tom Isaacs	C/- PRD Bendigo 158-160 Lyttleton Terrace, Bendigo, VIC, 3550	Real Estate Agent & Company Director
General Committee Member	Patricia Kho	C/- Kho & Lee Property Group 596 Harris Street, Ultimo, NSW, 2007	Real Estate Agent & Company Director
General Committee Member	Emma Slape	C/- Turner Real Estate 49 Greenhill Road, Wayville, SA, 5034	Real Estate Agent & Company Director