



3 February 2026

Fair Work Commission
Level 14, Central Plaza Two,
66 Eagle Street, Brisbane,
Queensland 4000

Via: reorgs@fwc.gov.au
cc pfa@pfa.org.au

Assessment of ORP Statement

I acknowledge receipt of your correspondence dated 9 January 2026, relating to the late lodgement of the PFA – Tasmania Branch Officer and Related Disclosure (ORP) Statement.

I also acknowledge the concerns regarding the lateness of the submission, particularly given the efforts made by the Commission to remind the Branch of the necessity to lodge a submission and the several reminders that were also enacted.

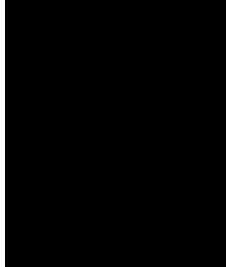
The Police Association of Tasmania (PAT) apologises for the transgression and while there have been changes in personnel, structure and processes over the last six months, there is nothing to excuse this oversight.

I have personally reviewed the information and educational materials available on your website and found the fact sheets of particular benefit as well as locating previously submitted ORP. I have re-familiarised myself with the statutory obligations of our Branch and I have communicated with our small team the need to remain vigilant, especially when there are statutory obligations and timeframes that must be complied with. I have also subscribed to the Commission's subscription service.

The PAT has identified the deficiency in the process which contributed to this oversight, and we have implemented a new procedure which includes assigning the task to a position rather than a single individual, to ensure that this error does not re-occur.

Once again, we apologise for this error, but we are confident that with the changes we have implemented to our internal process, we will be compliant in the future.

Yours sincerely,



John Arnold
Director
Police Association of Tasmania



9 January 2026

Shane Tilley
President
Police Federation of Australia-Tasmania Police Branch
Sent via email: pat@pat.asn.au

cc: Police Federation of Australia, pfa@pfa.org.au

The Police Federation of Australia-Tasmania Police Branch 's Officer and Related Party Disclosure Statement (ORP Statement)

Dear Shane Tilley

Thank you for lodging 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 ORP2025/171

Date lodged 6 January 2026

Result FILED (After being submitted late)

Assessment of ORP Statement

Your ORP Statement has been assessed. As indicated above, it was submitted late, contrary to section 293J of the RO Act.

Time frames

Section 293J requires that the ORP Statement must be provided to members and lodged with the Commission within 6 months of the end of the organisation's financial year. That is, by 31 December for an organisation with a 30 June financial year. Section 293J is a civil penalty provision and non-compliance (whether non-lodgement or late lodgement) may expose an organisation to Federal Court proceedings and penalties.

In the case of your Branch, the ORP Statement for the 2025 financial year was lodged more than 6 months after the end of that financial year.

Communications about ORP statement

It is concerning that the statement was lodged late, despite multiple contacts being made by Commission staff regarding lodgement of this ORP statement. The Commission contacted the Branch on:

- 13 August 2025 – a courtesy letter was sent regarding the need to lodge an ORP statement for the financial year ended 30 June 2025
- 23 October 2025 – a reminder letter was sent regarding the need to lodge the ORP statement
- 3 December 2025 – a final reminder letter was sent regarding lodgement of the ORP statement
- 16 December 2025 – a telephone call from Commission staff was made to the Branch reminding them to lodge the ORP statement. Branch staff indicated that the statement would be lodged before the due date
- 6 January 2026 – a further telephone call from Commission staff was made to the Branch advising the ORP statement was now overdue and to lodge the statement immediately. (The Branch promptly lodged the ORP statement soon after discussions with the Commission, albeit late).

Action required

In these circumstances, the Commission expects the Branch to put in place processes and procedures to prevent a recurrence of late lodgement of ORP statements in the future.

Any amounts that need to be included in the ORP statement would have been paid before 30 June, so the expectation is that the Branch would have had the necessary information on hand for several months before the ORP statement was actually lodged.

It is also concerning that the ORP statement was lodged late in circumstances where the section 271 exemption certificate for the financial report for the same period was able to be lodged on time.

We request that the Branch provide the Commission with details of the actions that it proposes to take to ensure on-time lodgement of future ORP statements. We seek the Branch's response by **Monday 9 February 2026**.

To assist, the Commission has information and education materials available on our [website](#) including fact sheets, webinars, templates and other materials regarding ORP statements. These materials are regularly updated. We recommend the Branch familiarises itself with its statutory requirements and [subscribes to the Commission's subscription service](#).

The ORP Statement has now been filed.

Do you have any questions?

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, [NAME], being the [OFFICER] of the [ORGANISATION/BRANCH], declare the following Officer and Related Party (ORP) Disclosure Statement.

Organisation name	Police Federation of Australia	Branch name	Tasmania Branch
Financial year start date	1 July 2024	Financial year end date	30 June 2025
INSTRUCTIONS FOR COMPLETING THIS STATEMENT: <ol style="list-style-type: none">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 [ORGANISATION OR BRANCH] 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)
1. NIL	NIL	\$ NIL	\$ NIL	NIL
2. NIL	NIL	\$ NIL	\$ NIL	NIL
3. NIL	NIL	\$ NIL	\$ NIL	NIL
4. NIL	NIL	\$ NIL	\$ NIL	NIL
5. NIL	NIL	\$ NIL	\$ NIL	NIL

Payments to related parties and declared persons or bodies

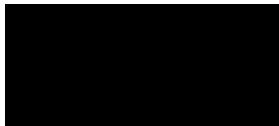
During the financial year, the following payments were made to related parties or declared persons or bodies. The details of these payments are included below. (This list does not include payments that are exempted from disclosure under section 293G).

Date	Name	Nature of relationship (e.g company owned by Secretary)	Purpose of payment (e.g. catering)	Amount	Other relevant details
NIL	NIL	NIL	NIL	\$ NIL	NIL
				\$	
				\$	
				\$	
				\$	
				\$	

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):



Shane Tilley President

Dated: 31/12/2025

PLEASE NOTE: The Officer and Related Party Disclosure Statement must be provided to all members and a copy lodged with the Fair Work Commission (the Commission) within six months of the end of the financial year. It can be lodged with the Commission by emailing to regorgs@fwc.gov.au. ALL BRANCHES are required to lodge an Officer and Related Party Disclosure Statement. It is then published on the Commission website.