



DECISION

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

Health Services Union

(E2026/34)

MR STEENSON

SYDNEY, 9 APRIL 2026

Arrangement for conduct of election.

[1] On 27 March 2026, the Health Services Union lodged prescribed information, and on 9 April 2026, lodged amended prescribed information with the Fair Work Commission for an election to fill the following offices for a new term of office:

National Offices

National President	(1)
National Senior Vice President	(1)
National Vice Presidents	(2)
National Secretary	(1)
National Senior Assistant Secretary	(1)
National Assistant Secretary	(1)

New South Wales / Australian Capital Territory / Queensland Branch

Branch President	(1)
Branch Senior Vice President	(1)
Branch Junior Vice President	(1)
Branch Secretary	(1)
Branch Assistant Secretary-Treasurer	(1)
Branch Assistant Secretary	(1)
Ordinary Members, Branch Committee	(5)
Branch Councillors (from Hospitals or Health Services in each of the fifteen Local Health Districts)	(18)
Branch Councillor (from a Private Hospital)	(1)
Branch Councillors (from a Non-Public Sector Aged Care Facility)	(4)
Branch Councillor (from the NSW Ambulance Service)	(1)
Branch Councillor (from the Australian Capital Territory)	(1)
Branch Delegates to National Council	(33)

South Australia / Northern Territory Branch

Branch President	(1)
Branch Senior Vice President	(1)
Branch Secretary	(1)
Branch Assistant Secretary	(1)
Ordinary Members of Branch Committee	(5)
Branch Delegates to National Council	(4)

Tasmania Branch

Branch President	(1)
Branch Senior Vice President	(1)
Branch Junior Vice President	(1)
Branch Secretary	(1)
Branch Assistant Secretary	(1)
Branch Trustees	(2)
Ordinary Members of Branch Committee	(8)
Branch Delegates to National Council	(12)

Victoria No. 1 Branch

Branch President	(1)
Branch Senior Vice President	(1)
Branch Secretary	(1)
Branch Assistant Secretary	(1)
Ordinary Members of Branch Committee (from Victorian Metropolitan Melbourne Regional boundaries)	(5)
Ordinary Members of Branch Committee (from Victorian Country Regional boundaries)	(3)
Ordinary Members of Branch Committee (from a Private Hospital)	(1)
Ordinary Members of Branch Committee (from a Non-Public Sector Aged Care Facility)	(1)
Ordinary Members of Branch Committee (from a Non-Public Sector Pathology Service)	(1)
Branch Delegates to National Council	(12)

Victoria No. 2 Branch

Branch President	(1)
Branch Senior Vice President	(1)
Branch Junior Vice President	(1)
Branch Secretary	(1)
Branch Assistant Secretary	(1)
Branch Trustees	(2)
Ordinary Members of Branch Committee	(8)
Branch Delegates to National Council	(12)

Victoria No. 3 Branch

Branch President	(1)
Branch Vice President	(1)

Branch Secretary	(1)
Branch Assistant Secretary	(1)
Ordinary Members of Branch Committee	(5)
Branch Delegates to National Council	(7)

Victoria No. 4 Branch

Branch President	(1)
Branch Senior Vice President	(1)
Branch Junior Vice President	(1)
Branch Secretary	(1)
Branch Assistant Secretary	(1)
Branch Trustees	(2)
Ordinary Members of Branch Committee	(6)
Branch Delegates to National Council	(4)

Western Australia Branch

Branch President	(1)
Branch Senior Vice President	(1)
Branch Junior Vice President	(1)
Branch Secretary	(1)
Branch Assistant Secretary	(1)
Branch Trustees	(2)
Ordinary Members of Branch Committee	(7)
Branch Delegates to National Council	(9)

[2] This will be the first scheduled election for the HSU following rule alterations certified by the Commission earlier this year,¹ and will include an election for offices that will reconstitute the Victoria No.1 Branch's Committee of Management (albeit with a different composition) following that Branch being in administration. Rule 93(b) provides that the 2026 scheduled election, to be conducted under rule 23A, should take place on or after 1 July 2026.

[3] 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 Australian Electoral Commission.



DELEGATE OF THE GENERAL MANAGER

Printed by authority of the Commonwealth Government Printer

PR798134

¹ HSU rulebook R2025/171 certified in decision [2026] FWCD 13, issued on 10 February 2026

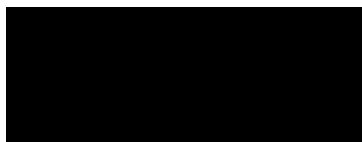
PRESCRIBED INFORMATION FOR ELECTIONS in accordance with Section 189 *Fair Work (Registered Organisations) Act 2009* and Regulation 138 *Fair Work (Registered Organisations) Regulations 2009*

I, Lloyd Williams, being the National Secretary of the Health Services Union make the following statement:

1. I am authorised to sign this statement containing prescribed information for the Health Services Union and all branches
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. This statement **IS** lodged at least 2 months before nominations open for the election(s) in Annexure A.
5. 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) is/are rule No 15(a)(ii) and 15(b)
 - b. The formula is: *'...delegates elected by and from each branch on the basis of one delegate for every 1000 members or part thereof up until 10,000 members, and thereafter one delegate for every 2,000 members or part thereof'*
 - c. The information for calculating the formula(s) is: *For the purposes of this Rule, the membership of a Branch shall be the financial membership of that Branch certified as such by the Branch Secretary as at 31st December, in the year immediately preceding an ordinary election of delegates to National Council pursuant to subrule 23A of these rules'*
 - d. The relevant date(s) for this information is 31 December 2025 for the numbers of members.

The declared number of members are:

Branch	No. Members declared at 31 December 2025	No. Delegates to National Council
NSW/ACT/QLD	54,574	33
SA/NT	3,379	4
Tas	12,379	12
Vic 1	13,334	12
Vic 2	13,349	12
Vic 3	6,578	7
Vic 4	3,390	4
WA	8,600	9



Signed: Lloyd Williams

National Secretary

Dated: 9/4/2026

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 [insert as many pages as required]

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
National	National President <i>(Paid Office pending)</i>	1	Collegiate electoral system	Scheduled	Delegates to National Council, Rule 23B.
National	National Senior Vice President	1	Collegiate electoral system	Scheduled	Delegates to National Council, Rule 23B.
National	National Vice President	2	Collegiate electoral system	Scheduled	Delegates to National Council, Rule 23B.
National	National Secretary <i>(Paid Office)</i>	1	Collegiate electoral system	Scheduled	Delegates to National Council, Rule 23B.
National	National Senior Assistant Secretary	1	Collegiate electoral system	Scheduled	Delegates to National Council, Rule 23B.
National	National Assistant Secretary	1	Collegiate electoral system	Scheduled	Delegates to National Council, Rule 23B.

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
NSW/ACT/QLD	Branch President	1	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Branch Senior Vice President	1	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Branch Junior Vice President	1	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Branch Secretary <i>(Paid Office)</i>	1	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Branch Assistant Secretary – Treasurer <i>(Paid Office)</i>	1	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Branch Assistant Secretary <i>(Paid Office)</i>	1	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Ordinary member of branch committee of management	5	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Branch Councillor (drawn from hospitals and health services in	18	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
	each of the 15 local health districts) Rule 43 (b) (ii) (A)				
NSW/ACT/QLD	Branch Councillor (Private Hospital) Rule 43 (b) (ii) (B)	1	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Branch Councillor (non-public Aged Care) Rule 43 (b) (ii) (C)	4	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Branch Councillor (Ambulance Service) Rule 43 (b) (ii) (D)	1	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Branch Councillor (ACT) Rule 43 (b) (ii) (E)	1	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members, rules 23A
NSW/ACT/QLD	Branch Delegates to National Council	33	Direct Voting System	Scheduled	NSW/ACT/QLD Branch Members rules 23A

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
SA/NT	Branch President	1	Direct Voting System	Scheduled	South Australia/ Northern Territory Branch Members rules 23A
SA/NT	Branch Senior Vice President	1	Direct Voting System	Scheduled	South Australia/ Northern Territory Branch Members rules 23A
SA/NT	Branch Secretary <i>(Paid Office)</i>	1	Direct Voting System	Scheduled	South Australia/ Northern Territory Branch Members rules 23A
SA/NT	Branch Assistant Secretary <i>(Paid Office)</i>	1	Direct Voting System	Scheduled	South Australia/ Northern Territory Branch Members rules 23A
SA/NT	Ordinary member of branch committee of management	5	Direct Voting System	Scheduled	South Australia/ Northern Territory Branch Members rules 23A
SA/NT	Branch Delegates to National Council	4	Direct Voting System	Scheduled	South Australia/ Northern Territory Branch Members rules 23A

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
Tasmania	Branch President	1	Direct Voting System	Scheduled	Tasmania Branch Members rules 23A
Tasmania	Branch Senior Vice President	1	Direct Voting System	Scheduled	Tasmania Branch Members rules 23A
Tasmania	Branch Junior Vice President	1	Direct Voting System	Scheduled	Tasmania Branch Members rules 23A
Tasmania	Branch Secretary <i>(Paid Office)</i>	1	Direct Voting System	Scheduled	Tasmania Branch Members rules 23A
Tasmania	Branch Assistant Secretary <i>(Paid Office)</i>	1	Direct Voting System	Scheduled	Tasmania Branch Members rules 23A
Tasmania	Branch Trustees	2	Direct Voting System	Scheduled	Tasmania Branch Members rules 23A
Tasmania	Ordinary member of branch committee of management	8	Direct Voting System	Scheduled	Tasmania Branch Members rules 23A
Tasmania	Branch Delegates to National Council	12	Direct Voting System	Scheduled	Tasmania Branch Members rules 23A

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
Victoria No. 1	Branch President	1	Direct Voting System	Scheduled	Victoria No. 1 Branch Members rules 23A
Victoria No. 1	Branch Senior Vice President	1	Direct Voting System	Scheduled	Victoria No. 1 Branch Members rules 23A
Victoria No. 1	Branch Secretary <i>(Paid Office)</i>	1	Direct Voting System	Scheduled	Victoria No. 1 Branch Members rules 23A
Victoria No. 1	Branch Assistant Secretary <i>(Paid Office)</i>	1	Direct Voting System	Scheduled	Victoria No. 1 Branch Members rules 23A
Victoria No. 1	Ordinary member of branch committee of management – one (1) drawn from public hospitals or health services in each of the five (5) Victorian Metropolitan Melbourne Regional boundaries determined by the Victorian Electoral Commission. Rule 93 (o) (i) A-E	5	Direct Voting System	Scheduled	Victoria No. 1 Branch Members rules 23A
Victoria No. 1	Ordinary member of branch committee of management –	3	Direct Voting System	Scheduled	Victoria No. 1 Branch Members rules 23A

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
	one (1) drawn from hospitals or health services in each of the three (3) Victorian Country Regional boundaries determined by the Victorian Electoral Commission. Rule 93 (o) (ii) A-C				
Victoria No. 1	Ordinary member of branch committee of management – Private Hospital - Rule 93 (o) (iii)	1	Direct Voting System	Scheduled	Victoria No. 1 Branch Members rules 23A
Victoria No. 1	Ordinary member of branch committee of management – Non-public sector aged care facility - Rule 93 (o) (iv)	1	Direct Voting System	Scheduled	Victoria No. 1 Branch Members rules 23A
Victoria No. 1	Ordinary member of branch committee of management – Non-public sector pathology facility - Rule 93 (o) (v)	1	Direct Voting System	Scheduled	Victoria No. 1 Branch Members rules 23A
Victoria No. 1	Branch Delegates to National Council	12	Direct Voting System	Scheduled	Victoria No. 1 Branch Members rules 23A

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
Victoria No. 2	Branch President	1	Direct Voting System	Scheduled	Victoria No. 2 Branch Members rules 23A
Victoria No. 2	Branch Senior Vice President	1	Direct Voting System	Scheduled	Victoria No. 2 Branch Members rules 23A
Victoria No. 2	Branch Junior Vice President	1	Direct Voting System	Scheduled	Victoria No. 2 Branch Members rules 23A
Victoria No. 2	Branch Secretary (Paid Office)	1	Direct Voting System	Scheduled	Victoria No. 2 Branch Members rules 23A
Victoria No. 2	Branch Assistant Secretary (Paid Office)	1	Direct Voting System	Scheduled	Victoria No. 2 Branch Members rules 23A
Victoria No. 2	Branch Trustees	2	Direct Voting System	Scheduled	Victoria No. 2 Branch Members rules 23A
Victoria No. 2	Ordinary member of branch committee of management	8	Direct Voting System	Scheduled	Victoria No. 2 Branch Members rules 23A
Victoria No. 2	Branch Delegates to National Council	12	Direct Voting System	Scheduled	Victoria No. 2 Branch Members rules 23A

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
Victoria No. 3	Branch President	1	Direct Voting System	Scheduled	Victoria No. 3 Branch Members rules 23A
Victoria No. 3	Branch Vice President	1	Direct Voting System	Scheduled	Victoria No. 3 Branch Members rules 23A
Victoria No. 3	Branch Secretary (Paid Office)	1	Direct Voting System	Scheduled	Victoria No. 3 Branch Members rules 23A
Victoria No. 3	Branch Assistant Secretary (Paid Office)	1	Direct Voting System	Scheduled	Victoria No. 3 Branch Members rules 23A
Victoria No. 3	Ordinary member of branch committee of management	5	Direct Voting System	Scheduled	Victoria No. 3 Branch Members rules 23A
Victoria No. 3	Branch Delegates to National Council	7	Direct Voting System	Scheduled	Victoria No. 3 Branch Members rules 23A

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
Victoria No. 4	Branch President	1	Direct Voting System	Scheduled	Victoria No. 4 Branch Members rules 23A
Victoria No. 4	Branch Senior Vice President	1	Direct Voting System	Scheduled	Victoria No. 4 Branch Members rules 23A
Victoria No. 4	Branch Junior Vice President	1	Direct Voting System	Scheduled	Victoria No. 4 Branch Members rules 23A
Victoria No. 4	Branch Secretary (Paid Office)	1	Direct Voting System	Scheduled	Victoria No. 4 Branch Members rules 23A
Victoria No. 4	Branch Assistant Secretary (Paid Office)	1	Direct Voting System	Scheduled	Victoria No. 4 Branch Members rules 23A
Victoria No. 4	Branch Trustees	2	Direct Voting System	Scheduled	Victoria No. 4 Branch Members rules 23A
Victoria No. 4	Ordinary member of branch committee of management	6	Direct Voting System	Scheduled	Victoria No. 4 Branch Members rules 23A
Victoria No. 4	Branch Delegates to National Council	4	Direct Voting System	Scheduled	Victoria No. 4 Branch Members rules 23A

Branch	Name of Office	Number required	Voting System Direct voting system; Collegiate electoral system	Reason for Election Scheduled; Casual vacancy; New office created; Insufficient nominations	Electorate
Western Australia	Branch President	1	Direct Voting System	Scheduled	Western Australia Branch Members rules 23A
Western Australia	Branch Senior Vice President	1	Direct Voting System	Scheduled	Western Australia Branch Members rules 23A
Western Australia	Branch Junior Vice President	1	Direct Voting System	Scheduled	Western Australia Branch Members rules 23A
Western Australia	Branch Secretary (Paid Office)	1	Direct Voting System	Scheduled	Western Australia Branch Members rules 23A
Western Australia	Branch Assistant Secretary (Paid Office)	1	Direct Voting System	Scheduled	Western Australia Branch Members rules 23A
Western Australia	Branch Trustees	2	Direct Voting System	Scheduled	Western Australia Branch Members rules 23A
Western Australia	Ordinary member of branch committee of management	7	Direct Voting System	Scheduled	Western Australia Branch Members rules 23A
Western Australia	Branch Delegates to National Council	9	Direct Voting System	Scheduled	Western Australia Branch Members rules 23A

- Important dates:

	Direct Voting System	Collegiate Electoral System
Nominations OPEN	Between 1 -15 June 2026; rule 23A(d)(ii); no earlier than 1 June [2026]	Not any earlier than 14 days after the declaration of all Branch Elections rule 23B(d)(i)
Nominations CLOSE	14 days after the opening of nominations, no later than 30 June [2026]; rule 23A(d)(ii)	At least 14 days after the opening of nominations 23B(d)(i)
Roll of Voters cut off date	7 days prior to the opening of nominations; rule 23A(d)(xii)	The declaration of all Branch Elections

NOTES: For insufficient nominations and casual vacancies, the date nominations open and close, unless specified in the rules, should be listed as 'To be determined by the returning officer'. This also applies where rules are silent as to the nominated dates.

If the nomination dates are 'To be Determined by the Returning Officer', but your organisation has a preference, please state 'To be Determined by Returning Officer 'and clearly indicate that your nominated date is a preference.

If the P.I. includes a position that is not an office, please refer to our template [*Prescribed information for the election of officer and non-officer positions.*](#)

HSU Contact

- Kate Marshall, National Senior Assistant Secretary; E: katem@hsu.net.au M: 0437 004 624