



DECISION

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

Australian Federation of Air Pilots
(E2026/56)

MR STEENSON

SYDNEY, 18 MAY 2026

Arrangement for conduct of election.

[1] On 8 May 2026 the Australian Federation of Air Pilots (the **AFAP**) lodged two separate sets of prescribed information with the Fair Work Commission seeking elections. One set related to the Federal officers of the AFAP, and the other was in relation to its Council Committees. The combined effect is that elections are sought to fill the following offices for a new term of office:

FEDERAL OFFICERS

President	(1)
Vice-President (Membership)	(1)
Safety and Technical Director	(1)
Trustee	(1)

COUNCIL COMMITTEES

Virgin

Committee Members	(15)
Chair (and Convention Representative)	(1)
Vice Chair (and Convention Representative)	(1)
Secretary	(1)
Convention Representatives (in addition to the Chair and Vice Chair)	(4)

Jetstar

Committee Members	(15)
Chair (and Convention Representative)	(1)
Vice Chair (and Convention Representative)	(1)
Secretary	(1)
Convention Representatives (in addition to the Chair and Vice Chair)	(4)

Eastern

Committee Members	(7)
Chair (and Convention Representative)	(1)
Vice Chair (and Convention Representative)	(1)
Secretary	(1)

Sunstate

Committee Members	(8)
Chair (and Convention Representative)	(1)
Vice Chair (and Convention Representative)	(1)
Secretary	(1)

National Jet Systems

Committee Members	(4)
Chair (and Convention Representative)	(1)
Vice Chair	(1)
Secretary	(1)

Qantas

Committee Members	(15)
Chair (and Convention Representative)	(1)
Vice Chair (and Convention Representative)	(1)
Secretary	(1)
Convention Representatives (in addition to the Chair and Vice Chair)	(2)

Network

Committee Members	(7)
Chair (and Convention Representative)	(1)
Vice Chair (and Convention Representative)	(1)
Secretary	(1)

Rex

Committee Members	(6)
Chair (and Convention Representative)	(1)
Vice Chair (and Convention Representative)	(1)
Secretary	(1)

National

Committee Members	(15)
Chair (and Convention Representative)	(1)
Vice Chair (and Convention Representative)	(1)
Secretary	(1)

Convention Representatives (in addition to the Chair and Vice Chair) (4)

Helicopters

Committee Members (15)

Chair (and Convention Representative) (1)

Vice Chair (and Convention Representative) (1)

Secretary (1)

Convention Representatives (in addition to the Chair and Vice Chair) (3)

[2] As mentioned above, the organisation lodged two sets of prescribed information. Rule 4.1(b) of the AFAP rules provides that *'(e)lections for the officers within the Councils...shall be conducted at the same time as the Federal Election in 2018 and each successive even year thereafter'*. Under the rules, 'Federal Election' means the election of the Federal officers – the President, Vice President (Administration and Finance), Vice President (Membership), the Safety and Technical Director and three Trustees¹.

[3] Accordingly, as the two elections are to run at the same time, the Commission strongly encourages the AFAP – as the election decisions also did in 2022² – to lodge a single set of prescribed information encompassing all offices. Doing so will simplify the process of assessing the prescribed information and enable the Australian Electoral Commission (AEC) to plan for a single electoral event conducted under the organisation's rules.

[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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¹ Rule 1.6 and 12.5 of the organisation's rules

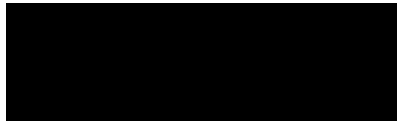
² Decision [2022] ROCD 91 in matter E2022/63 (at paragraph 6) and decision [2022] ROCD 90 in E2022/106 (at para 4).

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, Ben Bollen, being the President of the Australian Federation of Air Pilots make the following statement:

1. I am authorised to sign this statement containing prescribed information for the Australian Federation of Air Pilots.
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. No rule alterations are pending that will impact the election.
5. This statement **IS** lodged at least 2 months before nominations open for the election(s) in Annexure A.

Signed:

A solid black rectangular box redacting the signature of Captain Ben Bollen.

Captain Ben Bollen
President

Dated: 8 May 2026

Annexure A

Elections that are required:

Office	Name of Office	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
Federal	President	1	Direct Voting System	Scheduled	Financial members of the AFAP – Rule 12.7(c)
Federal	Vice President (Membership)	1	Direct Voting System	Scheduled	Financial members of the AFAP – Rule 12.7(c)
Federal	Safety and Technical Director	1	Direct Voting System	Scheduled	Financial members of the AFAP – Rule 12.7(c)
Federal	Trustee	1	Direct Voting System	Scheduled	Financial members of the AFAP – Rule 12.7(c)

- Important dates:

	Direct Voting System
Nominations OPEN	To be determined by the Returning Officer in accordance with Sub-rule 12.5(a). Please note sub-rule 12.5(c) – <i>‘The Returning Officer shall call for nominations and conduct the election in such a way that the ballot shall be counted and declared by the Friday preceding the Annual Convention’</i> . The AFAP’s 2026 Annual Convention will be held on Friday 16 October 2026 and the date of the preceding Friday is 9 October 2026.
Nominations CLOSE	Sub-rule 12.6(a) <i>‘Nominations for the position of Federal Officers shall be declared open for a period of 21 days’</i>
Roll of Voters cut off date	Sub-rule 12.7(c) – <i>‘A roll of voters shall be prepared by the Returning Officer which shall be updated so as to include all financial members of the Federation on the fourteenth day prior to the opening of nominations’</i> .

**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, Ben Bollen, being the President of the Australian Federation of Air Pilots make the following statement:

1. I am authorised to sign this statement containing prescribed information for the Australian Federation of Air Pilots.
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. No rule alterations are pending that will impact the election.
5. This statement **IS** lodged at least 2 months before nominations open for the election(s) in Annexure A.
6. The number of elected representatives is calculated on formulas defined in the rules:
 - a. The rule numbers which specify the formulas are:
 - i. Sub-rule 4.1.1(e)(ii) & (f) – Organisation - Councils
 - ii. Sub-rule 5.8(a) – Election of Officers

b. The formulas are:

Sub-rule 4.1.1(e)(ii) & (f) – Organisation – Councils

- (e)(ii) As from 2014 Council Elections where total Council membership is more than one hundred (100), nominations shall be called for four (4) representatives plus one (1) for every twenty-five (25) members up to a maximum of fifteen (15) representatives in total. For the purpose of computation the number of members shall be taken to the nearest 25 respectively.
- (f) Subject to the provisions of sub-clause (e) hereof where the total Council membership is one hundred (100) or less nominations shall be called for four (4) representatives.

Sub-rule 5.8(a) – Election of Officers

(a) The members of the Council Committee in accordance with Rule 12 shall elect by secret postal ballot the following officers:-

- (i) Council Chair
- (ii) A Council Vice Chair
- (iii) A Council Secretary

collectively referred to as the Council Office Bearers; and

(iv) Convention Representative(s) in accordance with the following:

<u>Membership</u>	<u>No. of Representatives</u>
Less than 100	1
100 up to but not incl. 200	2
200 up to but not incl. 400	3
400 up to but not incl. 600	4
600 up to but not incl. 800	5
800 and above	6

Provided the Council Chair and the Council Vice Chair are Convention representatives except where the Council has less than 100 members, in which case the Council Chair shall be the Convention representative.

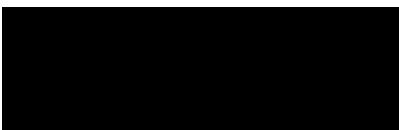
The abovementioned officers shall be elected by and from the members of the Council Committee as soon as possible after the declaration of the ballot of Committee members. They shall hold office from the date of the declaration of their election until their successors are elected. Such election shall be conducted in accordance with Rule 12, with the necessary changes, and the Returning Officer shall determine the times and dates of commencement and close of the period for lodging nominations, the place for lodging such nominations, the date of commencement of issuing ballot papers and the close of the ballot.

c. The information for calculating the formula(s) is:

Virgin	809	Qantas	476
Jetstar	815	Network	167
Eastern	184	Rex	155
Sunstate	189	National	1772
National Jet Systems	80	Helicopters	664

d. The relevant date for this information is 8 May 2026

Signed:



Captain Ben Bollen
President
8 May 2026

Annexure A

Elections that are required:

Council	Name of Office	Number required	Voting System	Reason for Election	Electorate
Virgin	Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Virgin Council Committee Members
Virgin	Vice-Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Virgin Council Committee Members
Virgin	Secretary	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Virgin Council Committee Members
Virgin	Convention Representative	4	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Virgin Council Committee Members
Virgin	Committee Member	15	Direct voting	Scheduled	4.1.1(a) & 12.2(a) Financial Virgin Council Members
Jetstar	Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Jetstar Council Committee Members
Jetstar	Vice-Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Jetstar Council Committee Members
Jetstar	Secretary	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Jetstar Council Committee Members
Jetstar	Convention Representative	4	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Jetstar Council Committee Members
Jetstar	Committee Member	15	Direct voting	Scheduled	4.1.1(a) & 12.2(a) Financial Jetstar Council Members

Eastern	Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Eastern Council Committee Members
Eastern	Vice-Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Eastern Council Committee Members
Eastern	Secretary	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Eastern Council Committee Members
Eastern	Committee Member	7	Direct voting	Scheduled	4.1.1(a) & 12.2(a) Financial Eastern Council Members
Sunstate	Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Sunstate Council Committee Members
Sunstate	Vice-Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Sunstate Council Committee Members
Sunstate	Secretary	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Sunstate Council Committee Members
Sunstate	Committee Member	8	Direct voting	Scheduled	4.1.1(a) & 12.2(a) Financial Sunstate Council Members
National Jet Systems	Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial National Jet Systems Council Committee Members
National Jet Systems	Vice-Chair	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial National Jet Systems Council Committee Members
National Jet Systems	Secretary	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial National Jet Systems Council Committee Members
National Jet Systems	Committee Member	4	Direct voting	Scheduled	4.1.1(a) & 12.2(a) Financial National Jet Systems Council Members
Qantas	Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Qantas Council Committee Members

Qantas	Vice-Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Qantas Council Committee Members
Qantas	Secretary	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Qantas Council Committee Members
Qantas	Convention Representative	2	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Virgin Council Committee Members
Qantas	Committee Member	15	Direct voting	Scheduled	4.1.1(a) & 12.2(a) Financial Qantas Council Members
Network	Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Network Council Committee Members
Network	Vice-Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Network Council Committee Members
Network	Secretary	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Network Council Committee Members
Network	Committee Member	7	Direct voting	Scheduled	4.1.1(a) & 12.2(a) Financial Network Council Members
Rex	Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Rex Council Committee Members
Rex	Vice-Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Rex Council Committee Members
Rex	Secretary	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Rex Council Committee Members
Rex	Committee Member	6	Direct voting	Scheduled	4.1.1(a) & 12.2(a) Financial Rex Council Members
National	Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial National Council Committee Members
National	Vice-Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial National Council Committee Members

National	Secretary	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial National Council Committee Members
National	Convention Representative	4	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial National Council Committee Members
National	Committee Member	15	Direct voting	Scheduled	4.1.1(a) & 12.2(a) Financial National Council Members
Helicopters	Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Helicopters Council Committee Members
Helicopters	Vice-Chair/Convention Representative	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Helicopters Council Committee Members
Helicopters	Secretary	1	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Helicopters Council Committee Members
Helicopters	Convention Representative	3	Collegiate	Scheduled	4.1.1(a) & 5.8(a) Financial Helicopters Council Committee Members
Helicopters	Committee Member	15	Direct voting	Scheduled	4.1.1(a) & 12.2(a) Financial Helicopters Council Members

Important dates:

COUNCIL ELECTIONS	Direct Voting System – Council Committee Positions	Collegiate Electoral System – Council Committee Office Holder Positions
Nominations OPEN	Sub-rule 12.3(a) <i>‘shall be declared open on or about the 15th of July’</i>	Sub-rule 5.8(a) – as soon as possible after the declaration of the ballot of Committee Members. <i>‘the Returning Officer shall determine the times and dates of commencement and close of the period for lodging nominations’</i>
Nominations CLOSE	Sub-rule 12.3(a) <i>‘shall remain open for a period of 21 days’</i>	Preferred closing date for collegiate positions after 16 October 2026. Sub-rule 5.8(a) <i>‘the Returning Officer shall determine the times and dates of commencement and close of the period for lodging nominations’</i>
Roll of Voters cut-off date	Sub-rule 12.4(e) <i>‘on the fourteenth day prior to nominations opening’</i>	Sub-rule 5.8(a) <i>‘the Returning Officer shall determine the times and dates of commencement and close of the period for lodging nominations, the place for lodging such nominations, the date of commencement of issuing ballot papers and the close of the ballot.’</i>