

**OFFICER AND RELATED PARTY DISCLOSURE STATEMENT in accordance with Section 293J
Fair Work (Registered Organisations) Act 2009**

I, Karma Lord, being the Branch Executive Officer of the CFMEU, Construction & General Division, ACT Divisional Branch, declare the following Officer and Related Party (ORP) Disclosure Statement.

Organisation name	CFMEU, The Construction & General Division	Branch name (if applicable)	Australian Capital Territory Divisional Branch
Financial year start date	1 April 2025	Financial year end date	31 March 2026

INSTRUCTIONS FOR COMPLETING THIS STATEMENT

1. **This statement must be signed by an elected officer** of the organisation or branch to which it relates

2. **Answer the question about how many officers receive remuneration**, this includes wages and salary, superannuation, fees, allowances, benefits and other entitlements paid by the organisation, AND payments from external board positions, even if not retained by the officer

3. **Enter information into the tables below.** Add extra lines if needed (e.g. if more than one officer receives the same remuneration)

4. If you leave an item blank, you are declaring that there is nothing to disclose for that item.

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 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. Michael Hiscox	Assistant Branch Secretary	\$320,464 This amount includes wages, allowances, redundancy fund contributions, superannuation contributions and sitting fees. All sitting fees are not retained by the Officer but remitted to Union.	\$29,786	Motor Vehicle. Note this is a grossed up value.
			\$1,829	Income protection insurance
2. Zachary Smith	Divisional Branch Secretary (resigned 6 June 2025)	\$301,510 This amount includes wages, allowances, redundancy fund contributions, superannuation contributions and sitting fees. All sitting fees are not retained by the Officer but remitted to Union.	\$5,443	Motor Vehicle. Note this is a grossed up value.
			\$278	Income protection insurance
3. Joshua Bolitho	Union Official	\$266,552 This amount includes wages, allowances, redundancy fund contributions, cash out of leave, entitlements, superannuation contributions and sitting fees. All sitting fees are not retained by Officer but remitted to Union.		The Officer did not receive any relevant non-cash benefits from the branch in their capacity as an Officer of the Union.
4. Seamus Maher	Union Official	\$208,556 This amount includes wages, allowances, redundancy fund contributions, cash out of leave, entitlements, and superannuation contributions.		The Officer did not receive any relevant non-cash benefits from the branch in their capacity as an Officer of the Union.

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)
5. Cameron Hardy	Union Official	\$206,172 This amount includes wages, allowances, redundancy fund contributions, entitlements and superannuation contributions.		The Officer did not receive any relevant non-cash benefits from the branch in their capacity as an Officer of the Union.

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
09/04/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$229.00	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
28/04/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$928.37	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.
30/04/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Accommodation cost	\$500.00	Relates to interstate travel for advocate for International Workers Memorial Day. Attendee is an advocate for improved safety standards for people working in extreme heat. International Workers Memorial day 27 & 28 April 2025.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
30/04/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$84.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.
30/04/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$229.00	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
27/05/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$907.83	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.
30/05/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Room Hire.	\$250.00	CFMEU Women's delegates meeting.
31/05/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$1,644.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
10/06/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$129.01	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.
18/06/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Room Hire and Catering costs.	\$245.00	CFMEU delegates meeting.
30/06/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$903.87	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
30/06/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$822.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.
04/07/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$154.00	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.
08/07/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Room Hire.	\$250.00	EBA negotiations meeting

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
28/07/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$897.39	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.
31/07/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$2,076.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
04/08/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$174.02	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.
21/08/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Catering costs.	\$245.00	CFMEU delegates meeting.
27/08/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$917.87	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
31/08/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$42.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.
17/09/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Catering costs.	\$545.00	CFMEU delegates meeting.
29/09/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$937.87	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
29/09/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$36.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.
01/10/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Room Hire.	\$250.00	CFMEU Women's delegates meeting.
14/10/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Catering costs.	\$340.00	CFMEU delegates meeting.
28/10/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$1,057.87	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
31/10/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$1,890.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.
30/11/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$786.90	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
30/11/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$78.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.
01/01/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$828.94	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.
01/01/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Catering and beverage costs.	\$753.92	CFMEU delegates meeting.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
01/01/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$84.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.
28/01/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$828.94	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
31/01/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$84.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.
23/02/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Accounting fees for lodgement of BAS for CFMEU for November & December 2025.	\$187.00	CTUC paid invoice to ABR Virtus on behalf of CFMEU. Charge is for lodging CFMEU BAS Return for November & December 2025.
24/02/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Catering and beverage costs.	\$340.00	CFMEU delegates meeting.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
28/02/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$753.94	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.
28/02/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$2,502.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.
28/02/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	beverage costs.	\$31.52	CFMEU delegates meeting.
25/03/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	IT costs associated with migrating AP processing system to new Finance system Xero	\$1,540.00	CTUC provides the accounting services for the CFMEU ACT Branch and arranged the change over of systems.

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
30/03/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Mobile phone charges	\$620.95	Mobile phones for CFMEU officers and employees are obtained through a group plan together with the Canberra Tradesmen's Union Club (CTUC), resulting in a volume discount for both. CTUC invoices CFMEU for their component of the mobile phone charge costs.
30/03/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Canberra Tradesmen's Union Club membership fees on behalf of CFMEU members for the period March 2025.	\$1,110.00	CTUC charge an annual membership fee to the public. As a benefit to financial CFMEU members, CFMEU subsidises the annual membership fee for membership of the CTUC. CTUC invoices CFMEU in relation to this member benefit on a monthly basis.
30/03/2026	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Catering and beverage costs.	\$308.00	CFMEU staff training.

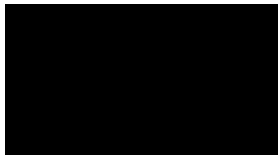
Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
19/09/2025	Canberra Tradesmen's Union Club Ltd	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Flu vaccination for CFMEU staff	\$62.97	CTUC covered the cost of flu vaccination for 3 CFMEU staff members as part of a group vaccination program.
29/04/2025	Construction Employment & Training Welfare Ltd ATF Creative Safety Initiatives Trust	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	First aid kits	\$88.40	Exempt S293G (5B) small amount. Only applies if the amount below is exempt.
05/12/2025	Construction Employment & Training Welfare Ltd ATF Creative Safety Initiatives Trust	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Reimbursement of member insurance policy paid by CETW	\$33,202.26	S293G (5A) – arms length
05/02/2026	Construction Employment & Training Welfare Ltd ATF Creative Safety Initiatives Trust	CFMEU Officers are directors of Canberra Tradesmen's Union Club Ltd	Personal dust monitor	\$1,300.00	Exempt S293G (5B) small amount. Only applies if the amount above is exempt.

I declare that:

- the officers listed in this ORP Disclosure Statement are those whose relevant remuneration places them in the top five rankings of officers;
- where fewer (or no) 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;
- where an entry in any of the above tables is blank, it indicates that there is nothing to disclose for that item;
- a copy of this ORP Disclosure Statement has been provided to the members of the organisation/branch within six months from the financial year ending;
- this is a true and correct statement.

Signed by the officer making the declaration:



Dated: 13 July 2026

PLEASE NOTE: The ORP Disclosure Statement must be provided to all members and a copy lodged with the Fair Work Commission (the Commission) within six months from 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 ORP Disclosure Statement. It is then published on the Commission website.