

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

I, Shane Thompson, being the Secretary of the Mining and Energy Union Northern Mining and NSW Energy District Branch, declare the following Officer and Related Party Disclosure Statement.

Organisation & Branch Name:	Mining and Energy Union Northern Mining and NSW Energy District Branch
Financial year start date:	1 January 2025
Financial year end date:	31 December 2025

Top Five Rankings of Officers – Relevant remuneration and non-cash benefits

When all officers in the Mining and Energy Union Northern Mining and NSW Energy District Branch are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

<i>District Official</i>	<i>Position</i>	<i>Cash Benefit</i>					<i>Non Cash Benefit</i>
		<i>Salary</i>	<i>Employer Superannuation Contributions</i>	<i>Travel Allowances</i>	<i>Other Income</i>	<i>Termination Payments</i>	<i>Fringe Benefits Taxable Value</i>
Hanson, Chad	Vice President	246,396.92	31,285.86	2,520.00	-	n/a	13,548.51
Howard, Matthew	Vice President	248,992.67	31,356.48	3,600.00	-	n/a	9,698.12
McWilliams, Jeremy	Vice President	246,404.80	28,965.04	5,040.00	-	n/a	9,567.62
Taggart, Michael	Vice President	245,680.03	37,128.87	4,050.00	-	n/a	10,226.01
Thompson, Shane	Secretary	215,371.05	25,338.45	4,950.00	33,582.24	n/a	11,295.08
Tranter, Stephen	Industry Safety Health Representative	247,296.98	31,155.76	2,250.00	-	n/a	10,174.17
Watson, Anthony	Industry Safety Health Representative	246,771.11	31,119.21	2,700.00	-	n/a	9,552.06
Williams, Robin	President	248,260.02	31,230.07	2,430.00	1,530.00	n/a	9,995.62

Salary: Salary levels are reviewed by the BOM with any changes taking effect from 1 July. The applicable base salary for all full time Officials for the 2025 financial year was \$243,228. Salary amounts also include annual leave (including leave loading), sick leave and long service leave taken.

Travel Allowances: This includes Domestic Travel (an \$90 overnight allowance is paid) and International Travel (applicable allowances are paid in accordance with the ATO issued reasonable allowances).

Other Income: Can include items such as cash out of sick leave or annual leave entitlements or payment of overnight allowance when attending Central Council.

Termination Payments: Include payments of unused employee entitlements and any applicable redundancy payments.

Reportable Fringe Benefits: These include non cash benefits provided to Officials, where FBT is applicable. Each Full time Official is provided with a fully maintained motor vehicle and private medical insurance. Other non cash benefits such as mobile phones and other electronic work devices are exempt benefits for FBT purposes and are considered immaterial for the purpose of this report. The Fringe Benefits Tax year runs from 1 April 2024 to 31 March 2025.

Disclosure of Boards or Committees where remuneration is paid: During the financial year ending 31 December 2025 the following Officials were on Boards and/or Committees associated with their roles with the Union and the District was paid the corresponding amounts, this includes reimbursement for travel and other expenses as well.

Robin Williams - CSPL Pty Ltd, Mines Rescue Pty Ltd and Coal Mines Insurance Pty Ltd - Amounts paid direct to Union

Shane Thompson - Northern NSW Helicopter Rescue Service Limited - Director fees and superannuation of \$33,582.24 paid to Shane Thompson. Corresponding amounts have been deducted from his Union remuneration.

The District also receives \$31,424 from the NSW State Government as funding for the Industry Check Inspectors (Anthony Watson & Stephen Tranter) engaged by the District.

Disclosure of Material Personal Interest: All Officials (elected full time Officers, Central Councillors and other Board of Management members) of the Mining and Energy Union Northern Mining and NSW Energy District Branch have provided declarations as to their Material Personal Interests.

Period of Payment: All payments are for the year 1 January 2025 to 31 December 2025 unless detailed below:

Payments to related parties and declared persons or bodies

During the financial year, the Mining and Energy Union Northern Mining and NSW Energy District Branch made the following payments to related parties or declared persons or bodies. The details of these payments are included below. This list does not include payments that have been exempted from disclosure under section 293G.

Date	Name	Nature of relationship	Purpose of payment	Amount	Other relevant details

The branch/organisation did not make any payments to related parties or declared persons or bodies that are required to be disclosed.

Signed by the officer: 

Dated: 4 March 2026