



DECISION

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

CPSU, the Community and Public Sector Union
(E2026/134)

MR STEENSON

SYDNEY, 4 SEPTEMBER 2026

Arrangement for conduct of election.

[1] On 12 August and 20 August 2026, the Victorian Branch (**Branch**) of the SPSF Group (**Group**) of the CPSU, the Community and Public Sector Union (**CPSU**) lodged with the Fair Work Commission prescribed information for an election to fill casual vacancies in the following offices for the remainder of the term:

Branch Assistant Secretary	(1)
Branch Councillor elected by and from Electorate 4: Justice	(1)
Branch Representative to Federal Executive (ex officio Federal Council Delegate)	(1)

[2] The CPSU has a number of rulebooks – the national rules (otherwise known as the Chapter A rules), the PSU Group rules (also known as the Chapter B rules), the– SPSF Group rules (**Chapter C rules**)¹ and a rulebook for each of various SPSF branches. For present purposes, the relevant rulebooks are the Chapter C rules and the ‘SPSF Group – Victorian Branch rules’.² Many of the Victorian Branch rules refer to the Chapter C rules for their substantive content.

[3] Rule 44 of the Chapter C rules deals with casual vacancies. It provides that where the unexpired period of office is three years or less in the case of an office elected four yearly, the casual vacancy *may be filled* by appointment by the Branch Council. In other cases, an election shall be conducted...³ However, in relation to the current term of office (i.e. those offices elected in 2025), the Chapter C rules provide for a three-year term of office so as to resynchronise elections, with the next scheduled election being due in 2028 and every four years thereafter.⁴

¹ CPSU Chapter C – SPSF Group Rules, [rulebook R2023/80](#)

² [Rulebook R2024/188](#)

³ Rulebook R2023/80, subrules 44.2 and 44.3

⁴ Rule 66, Rulebook R2023/80

[4] The prescribed information lodged for this election indicates that the Branch has opted to fill all of the vacant offices by election conducted by the Australian Electoral Commission (AEC).⁵

[5] Rule 44.4 of the Chapter C rules, which enables the Branch Council to appoint a person to act in a vacant role pending election, provides as follows:

44.4 Where a casual vacancy is to be filled by election, the Branch Council may appoint a member attached to the Branch or Sub-branch, from where the vacancy arose to act in the vacant position pending the election of a person to fill the vacant position.

(a) The member appointed under this sub-rule shall cease to act when the position is filled.

(b) The election shall be held within six months of the vacancy. The member then elected to hold office for the unexpired portion of the term attached to that office.

[6] The Branch advises that it has done so, appointing the Branch President to temporarily act as Assistant Secretary, and the Vice-President to temporarily act as President, until the completion of the election that is the subject of this decision.

[7] 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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⁵ Ibid

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, Jiselle Hanna, being the Branch Secretary of the Community and Public Sector Union- SPSF Group- Victoria Branch make the following statement:

1. I am authorised to sign this statement containing prescribed information for CPSU SPSF Group Victoria Branch.
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. The resignation letter or other supporting information is attached for each casual vacancy.
5. Whilst there are Rule amendments being discussed by the Federal Executive resulting from the 2025 round of elections, they are not at a state of maturity to affect this election.
6. There are three positions that are vacated by the casual vacancy.
 - a. The relevant rules for each vacancy is contained the Community and Public Sector Union Chapter C Rules and the Chapter C – Victorian Branch Rules including:
 - **Chapter C- Rule 44- Casual vacancies- Appointment or Election Trigger**
 - **Chapter C- Rule 15- Order of Elections**
 - **Chapter C Victoria Rules- 14 Election- Eligibility criteria**

Direct Election of Membership

- i) Assistant Branch Secretary-** Chapter C 13.6 Branch Assistant Duties, Direct election process 19-31 inclusive, including 20.3 Eligibility to nominate, 20.10 nominations, Roll of Voters 25.1

Collegiate Election of Branch Council

- ii) Branch Representative to Federal Executive-** Chapter C Collegiate elections inclusive of Rules 32-41, 32 timetable, 33.3 eligibility to nominate, 33.10 Nominees, 42.3 order of elections
- ii) Branch Delegate to Federal Council-** Chapter C - Collegiate elections inclusive of Rules 32-41, 32 Timetable, 33.2 Eligibility to nominate, 33.10, 42.3 order of elections

Signe



Jiselle Hanna, Community and Public Sector Union- State Public Services Federation- Victoria Branch

Dated: 12 August 2026

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
CPSU-SPSF Group Victoria Branch	Branch Assistant Secretary	1	Direct Voting System	Casual vacancy	Entire Branch Membership
CPSU-SPSF Group Victoria Branch	Branch Representative to Federal Executive	1	Collegiate electoral system	Casual vacancy	Branch Council 37.1
CPSU-SPSF Group Victoria Branch	Branch Delegate to Federal Council	1	Collegiate electoral system	Casual vacancy	Branch Council 37.1

	Direct Voting System	Collegiate Electoral System
Nominations OPEN	To be determined by the returning officer	Rule 32.2- 14 days prior to the meeting
Nominations CLOSE	Rule 19.2- 14 days after the date determined by the returning officer	Rule 32.2- At the meeting
Roll of Voters cut off date	Rule 25.1 - 7 days prior to opening call for nominations	Rule 25- 7 days prior to nomination open (this is a collegiate election with a defined group of already elected officers)

NB- Rules regarding timetabling of elections were an issue identified in 2025 AEC election reports (numerous branches) being worked on by Federal Executive. The absence of a reliable or timely postal system is requiring a significant review of how elections can be run into the future.

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, Jiselle Hanna, being the State Branch Secretary of the Community and Public Sector Union – SPSF Group, Victorian Branch make the following statement:

1. I am authorised to sign this statement containing prescribed information for Community and Public Sector Union – SPSF Group, Victorian Branch.
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. The resignation letter or other supporting information is attached for each casual vacancy.
5. No Rules alterations are currently before the Commission that affect the conduct of this election.

Signed:



Jiselle Hanna, State Branch Secretary
Community and Public Sector Union –
SPSF Group, Victorian Branch

Dated:

20 August 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

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
CPSU SPSF Group – Victoria Branch	Branch Councillor	1	Direct Voting System	Casual vacancy	Electorate 4- Justice

- Important dates:

	Direct Voting System	Collegiate Electoral System
Nominations OPEN	To be determined by returning officer	NA
Nominations CLOSE	To be determined by the returning officer. See Rule 19 (at least 14 days after nominations opening.)	NA
Roll of Voters cut-off date	To be determined by the returning officer in line with Rule 25 (7 days prior to nominations opening)	NA