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**Australian Municipal, Administrative, Clerical and  
Services Union  
NSW & ACT (Services) Branch - National Conference  
Delegates**

**DECLARATION OF RESULTS FOR UNCONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with the provisions of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

**National Conference Delegates (13)**

Candidates

BRODIE, Stephen  
BRYCE, Gerry  
DUNN, Craig Anthony  
GILMORE, Edgar James  
HARRISON, Brock  
MAHER, John William  
McLEAN, Robert  
O' HARE, Marie  
REYNOLDS, Rebecca  
RULE, Barry  
SEGOVIA, Jorge  
TEIRNEY, Frances  
VON BORNEMANN, Joseph

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Jeff Howarth  
Returning Officer

17 July 2003

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**Australian Municipal, Administrative, Clerical and  
Services Union  
NSW & ACT (Services) Branch - Water Industry Division  
Committee of Management**

**DECLARATION OF RESULTS FOR UNCONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

**President**

Candidates

MC LEAN, Robert

**Vice President**

Candidates

DUNN, Craig Anthony

**Treasurer**

Candidates

FULLER, Geoff

**Executive Members (3)**

Candidates

CASSIDY, Robyn  
CUPITT, Jeffrey  
MARNEY, Val

**Committee Members (12)**

Candidates

CAMILLERI, Victor  
DALLIS, Les  
EVANS, Jerry  
FAUNT, Jim  
GONZALEZ, Rebecca  
HOWARD, Jamie  
LOWE, Dennis  
MULLER, Paul  
NICHOLSON, Anthony  
PINTO, Leonard  
PURSE, Harvey  
WOTTON, Bill

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Jeff Howarth  
Returning Officer

21 May 2003

**Australian Municipal, Administrative, Clerical and  
Services Union  
NSW & ACT (Services) Branch - Airlines Industry  
Division Committee of Management**

**DECLARATION OF RESULTS FOR UNCONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

**President**

Candidates

O' HARE, Marie

**Vice President**

Candidates

ROWE, Paul

**Secretary/Treasurer**

Candidates

WALKLEY, Alice

**Executive Member**

Candidates

MURRAY, Toni

**Committee Members (4) of whom to be elected by & from members in Qantas Airways Limited**

Candidates

BARTOLONE, Linda  
SPEZZANO, Kathy  
WALBRAN, Tony  
YEO, Andrew

**Committee Members (2) of whom to be elected by & from members in the Airlines Industry**

Candidates

SCHUMACHER, N

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Jeff Howarth  
Returning Officer

21 May 2003

**Australian Municipal, Administrative, Clerical and Services Union  
NSW & ACT (Services) Branch - Branch Councillors**

**DECLARATION OF RESULTS FOR UNCONTESTED AND CONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

**TRANSPORT DIVISION**

Ballot papers issued	2469
Duplicate ballot papers issued	2
<b>TOTAL BALLOT PAPERS ISSUED</b>	<b>2471</b>
Ballot papers / envelopes returned for scrutiny	695
Less ballot papers / envelopes rejected at preliminary scrutiny	19
<b>TOTAL BALLOT PAPERS ADMITTED TO SCRUTINY</b>	<b>676</b>
Percentage of ballot papers returned to number issued	28
Ballot papers returned as unclaimed mail	31
Ballot papers not returned	1745

**Branch Councillor - Transport (8)**

<u>Candidates</u>	<u>Above the line Votes</u>	<u>Total Votes</u>
LIVINGSTONE , Bruce		138
MOONEY, Austin	413	503
BRUCE, Alan		126
WINTER, Stephan		122
WALLACE, Harry Henry		117
SUTTONBERG, Raymond		96
FARRELL, Lee		112
DAVIS, Martin Joseph		86
TONKIN, David	413	504
LIANTONIO, Giuseppe (Joe)		93
SCHAERF, Karl	413	498
VENEZIANO, Con	413	487
WILLIS, Leanne	413	517
MILLARD, Colin	413	509
THORPE, Leslie		59
POWELL, Roy		105
SPEED, David		68
JEFFS, Catherine	413	510
BRIGGS, John	413	505
HOOKE, Bryson		114
Formal ballot papers		666
Informal ballot papers		10

I declare John Briggs, Catherine Jeffs, Colin Millard, Austin Mooney, Karl Schaerf, David Tonkin, Con Veneziano and Leanne Willis elected.

**Branch Councillor - Information Technology (3)**

Candidates

ALLARD, Shane  
BARS, Andrew  
CURTIS, David

I declare the abovenamed candidates elected.

**Branch Councillor - Shipping and Travel (2)**

Candidates

KAY, Vicki  
WESTBURY, Alan

I declare the abovenamed candidates elected.

**Branch Councillor - Sydney Water ( 7)**

Candidates

CUPITT, Jeffrey  
EVANS, Jerry  
GONZALEZ, Rebecca  
LOWE, Dennis  
MARNEY, Val  
MULLER, Paul  
WOTTON, Bill

I declare the abovenamed candidates elected.

**Branch Councillor - Ports**

Candidates

MURPHY, Robert

I declare the abovenamed candidate elected.

**Branch Councillor – Energy (2)**

Candidates

WOODMAN, Kevin  
WOODS, Don

I declare the abovenamed candidates elected.

**Branch Councillor - Social and Community Services (11)**

Candidates

ANDREWS, Mark  
ANSFORD, Linda  
DREW, Michael  
KELLY, Cheryl  
LATIMORE, Tony  
REYNOLDS, Rebecca  
SEGOVIA, Jorge  
SEKFY, Paul  
WILLIAMS, Julie  
WILLIAMS, Simon  
WILSON, Rhonda

I declare the abovenamed candidates elected.

**Branch Councillor - Hunter Water (2)**

Candidates

HARRISON, Brock  
JOHNS, Max

I declare the abovenamed candidates elected.

**Branch Councillor - Airlines (7)**

Candidates

BARTOLONE, Linda  
MURRAY, Toni  
SCHUMACHER, N  
SPEZZANO, Kathy

WALBRAN, Tony  
WALKLEY, Alice  
YEO, Andrew

I declare the abovenamed candidates elected.

**Provisional Branch Councillors (Women) (10)**

Candidates

MURPHY, Julie  
MC ALEAR, Marlene  
DELCASSE, Barbara  
BROWN, Toni  
WILLIAMSON, Judy  
LAI, Rita  
FOSTER, Pamela  
— STAMATELLIS, Stamatia  
HALL, Wendy  
PETERS, Alison

I declare the abovenamed candidates elected.

Jeff Howarth  
Returning Officer  
Australian Electoral Commission  
21 May 2003



**Australian Municipal, Administrative, Clerical and Services Union  
NSW & ACT (Services) Branch - Branch Officers**

**DECLARATION OF RESULTS FOR UNCONTESTED AND CONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

Ballot papers issued	11748
Duplicate ballot papers issued	33
<b>TOTAL BALLOT PAPERS ISSUED</b>	<b>11781</b>
Ballot papers / envelopes returned for scrutiny	3059
Less ballot papers / envelopes rejected at preliminary scrutiny	105
<b>TOTAL BALLOT PAPERS ADMITTED TO SCRUTINY</b>	<b>2954</b>
Percentage of ballot papers returned to number issued	25
Ballot papers returned as unclaimed mail	116
Ballot papers not returned	8606

**Branch President**

<u>Candidates</u>	<u>Above the line Votes</u>	<u>Total Votes</u>
RULE, Barry	2301	2651
EDMUNDS, Mark		290
Formal ballot papers		2941
Informal ballot papers		13

I declare Barry Rule elected.

**Deputy Branch Presidents (2)**

<u>Candidates</u>	<u>Above the line Votes</u>	<u>Total Votes</u>
VELLA, Joe Peter Emmanuel		343
MCLEAN, Robert	2301	2673
TEIRNEY, Fran	2301	2716
Formal ballot papers		2944
Informal ballot papers		10

I declare Robert McLean and Fran Teirney elected.

**Branch Treasurer**

<u>Candidates</u>	<u>Above the line Votes</u>	<u>Total Votes</u>
HUSSEY, Lance		310
MASTERS, Rodney	2301	2629
Formal ballot papers		2939
Informal ballot papers		15

I declare Rodney Masters elected.

**TRANSPORT DIVISION**

Ballot papers issued	2469
Duplicate ballot papers issued	2
<b>TOTAL BALLOT PAPERS ISSUED</b>	<b>2471</b>
Ballot papers / envelopes returned for scrutiny	695
Less ballot papers / envelopes rejected at preliminary scrutiny	19
<b>TOTAL BALLOT PAPERS ADMITTED TO SCRUTINY</b>	<b>676</b>
Percentage of ballot papers returned to number issued	28
Ballot papers returned as unclaimed mail	31
Ballot papers not returned	1745

## Branch Executive Councillors (Transport) (2)

<u>Candidates</u>	<u>Above the line Votes</u>	<u>Total Votes</u>
PRIESTLEY, Stephen John		156
FERNANDO, Ajit Peter		121
HOSKING, Bill	413	525
WALKER, Jane	413	524
Formal ballot papers		670
Informal ballot papers		6

I declare Bill Hosking and Jane Walker elected.

## Branch Vice - President (Sydney Water)

### Candidates

FULLER, Geoff

I declare the abovenamed candidate elected.

## Branch Vice - President (Ports)

### Candidates

BRYCE, Gerry

I declare the abovenamed candidate elected.

## Branch Vice – President (Energy)

### Candidates

GILMORE, Ed

I declare the abovenamed candidate elected.

## Branch Vice - President (Transport)

### Candidates

MAHER, John

I declare the abovenamed candidate elected.

## Branch Vice - President (Information Technology)

### Candidates

VON BORNEMANN, Joe

I declare the abovenamed candidate elected.

## Branch Vice - President (Social and Community Services)

### Candidates

CLAY, Narelle

I declare the abovenamed candidate elected.

## Branch Vice - President (Shipping and Travel)

Candidates

BRODIE, Stephen

I declare the abovenamed candidate elected.

**Branch Vice - President (Airlines)**

Candidates

ROWE, Paul

I declare the abovenamed candidate elected.

**Branch Vice – Presidents (Women) (2)**

Candidates

CASSIDY, Robyn  
SATTLER, Kim

I declare the abovenamed candidates elected.

**Branch Secretary/National Executive Representative/ National Conference Delegate**

Candidates

THOMPSON, Kristyn

I declare the abovenamed candidate elected.

**Branch Executive President/ National Conference Delegate**

Candidates

MCMANUS, Sally

I declare the abovenamed candidate elected.

**National Executive Representative**

Candidates

MCMANUS, Sally

I declare the abovenamed candidate elected.

**Branch Executive Councillors (Sydney Water) (2)**

Candidates

DUNN, Craig Anthony  
PURSE, Harvey

I declare the abovenamed candidates elected.

**Branch Executive Councillor (Ports)**

Candidates

DOUGLAS, John William

I declare the abovenamed candidate elected.

**Branch Executive Councillor (Energy)**

Candidates

CLEMENT, John

I declare the abovenamed candidate elected.

**Branch Executive Councillor (Shipping and Travel)**

Candidates

MCDONOGH, Kylie

I declare the abovenamed candidate elected.

**Branch Executive Councillor (Information Technology)**

Candidates

CAUGHLEY, Owen

I declare the abovenamed candidate elected.

**Branch Executive Councillor (Social and Community Services)**

Candidates

MCDERMOTT, Maree

I declare the abovenamed candidate elected.

**Branch Executive Councillor (Hunter Water)**

Candidates

WILLIAMS, Rodd

I declare the abovenamed candidate elected.

**Branch Executive Councillor (Airlines)**

Candidates

O'HARE, Marie

I declare the abovenamed candidate elected.

Jeff Howarth  
Returning Officer  
Australian Electoral Commission

21 May 2003

**Australian Municipal, Administrative, Clerical and  
Services Union  
NSW & ACT (Services) Branch - Hunter Water Industry  
Division Committee of Management**

**DECLARATION OF RESULTS FOR UNCONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

**President**

Candidates

JOHNS, Max

**Vice President**

Candidates

GORDON, Neil

**Divisional Secretary**

Candidates

WILLIAMS, Rodd

**Divisional Assistant Secretary**

Candidates

HARRISON, Brock

**Committee Members (4) (Wages employees)**

Candidates

BUNT, Mark  
CORDINGLEY, Thomas  
PHILLIPP, Geoffrey  
WILLIAMS, Laurence

**Committee Members (4) (Salaried employees)**

Candidates

BLAKEMORE, David  
BURKE, Jill  
CALDERWOOD, Barry James  
SHORT, Kerry Glen

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Jeff Howarth  
Returning Officer  
21 May 2003

**Australian Municipal, Administrative, Clerical and  
Services Union  
NSW & ACT (Services) Branch - Ports Industry Division  
Committee of Management**

**DECLARATION OF RESULTS FOR UNCONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

**President**

Candidates

BRYCE, Gerry

**Vice President**

Candidates

DOUGLAS, John William

**Executive Members (2)**

Candidates

DYBALL, Nola  
MURPHY, Robert

**Committee Members (4)**

Candidates

COOK, Ian  
EDWARDS, Greg  
SCHERBAK, Chris  
TURNER, Kel

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Jeff Howarth  
Returning Officer  
21 May 2003

**Australian Municipal, Administrative, Clerical and Services Union  
NSW & ACT (Services) Branch - Transport Industry Division Committee of Management**

**DECLARATION OF RESULTS FOR UNCONTESTED AND CONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

Ballot papers issued	2469
Duplicate ballot papers issued	2
<b>TOTAL BALLOT PAPERS ISSUED</b>	<b>2471</b>
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Percentage of ballot papers returned to number issued	28
Ballot papers returned as unclaimed mail	31
Ballot papers not returned	1745

**President**

<u>Candidates</u>	<u>Above the line Votes</u>	<u>Total Votes</u>
EDMUNDS, Mark		145
RULE, Barry	413	524
Formal ballot papers		669
Informal ballot papers		7

I declare Barry Rule elected.

**Treasurer**

Candidates  
MASTERS, Rodney

I declare Rodney Masters elected.

**Vice President (Women)**

Candidates  
JOHNSTON, Rosemary

I declare Rosemary Johnston elected.

Jeff Howarth  
Returning Officer  
Australian Electoral Commission

21 May 2003



**Australian Municipal, Administrative, Clerical and  
Services Union  
NSW & ACT (Services) Branch - Shipping and Travel  
Industry Division Committee of Management**

**DECLARATION OF RESULTS FOR UNCONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

**President**

Candidates

BRODIE, Stephen

**Senior Vice President**

Candidates

WESTBURY, Alan

**Junior Vice President**

Candidates

HAGE, Colleen

**Treasurer**

Candidates

RASONI, Jasmin

**Secretary**

Candidates

MC DONOGH, Kylie

**Committee Members (6)**

Candidates

DREW, Sandra  
KAY, Vicki  
MIFSUD, Paul  
STEWART, Wendy J  
WILLIAMS, Nathaniel  
YOUNG, Joanne

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Jeff Howarth  
Returning Officer

21 May 2003

**Australian Municipal, Administrative, Clerical and  
Services Union  
NSW & ACT (Services) Branch - Social and Community  
Services Industry Division Committee of Management**

**DECLARATION OF RESULTS FOR UNCONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

**Assistant Division Secretary**

Candidates

MC DERMOTT, Maree

**President**

Candidates

TEIRNEY, Frances

**Vice President (New South Wales)**

Candidates

CLAY, Narelle

**Vice President (Australian Capital Territory)**

Candidates

SATTLER, Kim

**Women's Officer**

Candidates

MC ALEAR, Marlene

**Committee Members (4)**

Candidates

DREW, Michael  
LATIMORE, Tony  
SEGOVIA, Jorge  
WILLIAMS, Simon

**Committee of Management Member - Armidale**

Candidates

SCHULTZ, Pat

**Committee of Management Member - ACT**

Candidates

ROGERS, Dunia T

**Committee of Management Member - Blue Mountains**

Candidates

BROWN, Michael

**Committee of Management Member - Central Coast**

Candidates

WILSON, Rhonda

**Committee of Management Member - Far North Coast**

Candidates

WILLIAMS, Julie

**Committee of Management Member - Illawara**

Candidates

MURPHY, Julie

**Committee of Management Member - Inner City**

Candidates

REYNOLDS, Rebecca

**Committee of Management Member - Mid North Coast**

Candidates

SEKFY, Paul

**Committee of Management Member - Newcastle**

Candidates

ANSFORD, Linda

**Committee of Management Member - Parramatta-Fairfield**

Candidates

ANDREWS, Mark

**Committee of Management Member - Penrith - Blacktown**

Candidates

BOSERIO, Carmen

**Committee of Management Member - St George**

Candidates

KELLY, Cheryl

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Jeff Howarth  
Returning Officer  
21 May 2003

**Australian Municipal, Administrative, Clerical and  
Services Union**  
**NSW & ACT (Services) Branch - Information Technology  
Industry Division Committee of Management**

**DECLARATION OF RESULTS FOR UNCONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

**President**

Candidates

VON BORNEMANN, Joe

**Vice President**

Candidates

FRECKLETON, Andrew

**Secretary**

Candidates

CAUGHLEY, Owen

**Committee Members (7)**

Candidates

BARSI, Andrew  
BUNGAY, Wes  
CURTIS, David  
CUTLER, James  
HUGHES, Matthew  
LEE, Anthony  
VELJANOVSKI, Nick

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Jeff Howarth  
Returning Officer

21 May 2003

**Australian Municipal, Administrative, Clerical and  
Services Union  
NSW & ACT (Services) Branch - Energy Industry Division  
Committee of Management**

**DECLARATION OF RESULTS FOR UNCONTESTED OFFICES**

Results of the election for the following offices conducted in accordance with Section 214 of the Workplace Relations Act 1996 and the rules of the organisation

E No. 222 of 2002

**President**

Candidates

GILMORE, Ed

**Vice Presidents (2)**

Candidates

CLEMENT, John  
WOODMAN, Kevin

**Committee Members (10)**

Candidates

COLLINS, Barbara  
DRISCOLL, Leo  
FENSOM, Brian Leslie  
HUNTER, Ross  
LUCK, David  
MERRILLS, Rod  
PLUMMER, Bernie  
WALKER, Robert  
WILSON, Steven Paul  
WOODS, Donald Allan

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.

Jeff Howarth  
Returning Officer

21 May 2003



In reply please quote 03/ 008  
Contact Officer Jeff Howarth  
Telephone (02) 6249 7908

**Industrial Elections Branch**  
1st Floor, 8-10 Hobart Place  
CANBERRA CITY ACT 2601

GPO Box 1824  
CANBERRA CITY ACT 2601

Telephone (02) 6249 7943  
Facsimile (02) 6248 7559

ABN: 21 133 285 851

Deputy Industrial Registrar  
Australian Industrial Registry  
Principal Registry  
GPO Box 1994S  
MELBOURNE VIC 3001

Attention : Mr Larry Powell

**ACKNOWLEDGEMENT OF DECISION E. NO. 2002/222 – AUSTRALIAN MUNICIPAL, ADMINISTRATIVE, CLERICAL AND SERVICES UNION, NEW SOUTH WALES AND ACT (SERVICES) BRANCH.**

I acknowledge receipt of your decision of 24 February 2003 relating to the above organisation and advise that **Jeff Howarth** has been appointed as Returning Officer to conduct this election for the above NSW Branch.

Yours sincerely

for  
Jeff Howarth  
Office Manager ACT

3 March 2003







**AUSTRALIAN INDUSTRIAL REGISTRY**

Level 35, Nauru House  
80 Collins Street, Melbourne, VIC 3000  
GPO Box 1994S, Melbourne, VIC 3001  
Telephone: (03) 8661 7777  
Fax: (03) 9654 6672

Mr. L. Foley  
Branch Secretary  
Australian Municipal, Administrative, Clerical and Services Union  
New South Wales and ACT (Services) Branch  
PO Box 1865  
STRAWBERRY HILLS NSW 2012

Dear Mr. Foley,

**Arrangement for the conduct of an election in accordance with  
section 214 of the Workplace Relations Act 1996  
(E2002/222)**

A copy of the Registrar's amended decision in relation to the above matter is enclosed.

Any enquiries in relation to the conduct of the subject election should be directed in the first instance to the Australian Electoral Commission, Australian Capital Territory, telephone : (02) 6249 7908.

Yours sincerely,

Larry Powell  
Statutory Services Branch

5 March 2003

PR928369

WORKPLACE RELATIONS ACT 1996  
s.214 arrangement for conduct of an election

Australian Municipal, Administrative, Clerical and Services Union  
(E 2002/222)

T. NASSIOS  
DEPUTY INDUSTRIAL REGISTRAR

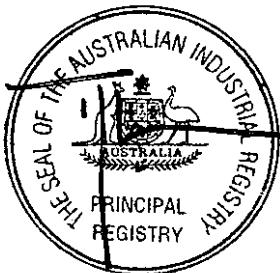
MELBOURNE, 4 MARCH 2003

**AMENDING DECISION**

On 24 February 2003 I issued a decision in relation to an election required to be conducted in the New South Wales and ACT (Services) Branch of the abovenamed organisation for, among other offices, Energy Industry Division Committee of Management Members (4).

The correct number of positions should be (10).

My decision of 24 February 2003 should be read accordingly.





## AUSTRALIAN INDUSTRIAL REGISTRY

Level 35, Nauru House  
80 Collins Street, Melbourne, VIC 3000  
GPO Box 1994S, Melbourne, VIC 3001  
Telephone: (03) 8661 7777  
Fax: (03) 9654 6672

Mr. Paul Slape  
National Secretary  
Australian Municipal, Administrative, Clerical and Services Union  
Ground Floor  
116 Queensberry Street  
CARLTON SOUTH VIC 3053

Dear Mr. Slape,

**Re: Victorian Private Sector Branch and the Victorian Authorities and Services Branch  
R2002/220, E2003/29 and R2003/13**

I refer to my letter dated 11 February 2003 regarding receipt of a number of notifications lodged under section 214 of the Workplace Relations Act 1996 for arrangements to be made with the Australian Electoral Commission for the conduct of elections within various branches of the Australian Municipal, Administrative, Clerical and Services Union (the ASU).

I have since received correspondence from Ryan Carlisle Thomas, Lawyers, and Mr. William Jacomb about the matter.

With the exception of the notifications from the Victorian Private Sector Branch and the Victorian Authorities and Services Branch, I have today made arrangements for the conduct of the elections within the branches of the ASU.

It is my view that the nature of the appeals lodged in the Australian Industrial Relations Commission against my earlier decisions in respect of alterations of the rules of the ASU prevent me from considering the notifications lodged by the abovementioned Victorian branches until determination of the appeals by the Commission.

For the same reason, I am unable to consider the alterations lodged to the rules of the Victorian Private Sector Branch.

Should you wish to discuss the matter in the meantime, please contact Mr. Clency Lapierre on (03) 8661 7787.

Yours sincerely,



Terry Nassios  
Deputy Industrial Registrar  
24 February 2003

cc: Mr. Orm Thomas  
cc: Mr. William Jacomb  
cc: Mr. Neil Kean

WORKPLACE RELATIONS ACT 1996  
s.214 arrangement for conduct of an election

Australian Municipal, Administrative, Clerical and Services Union  
(E 2002/222)

T. NASSIOS  
DEPUTY INDUSTRIAL REGISTRAR

MELBOURNE, 24 FEBRUARY 2003

**DECISION**

On 12 December 2002, the New South Wales and ACT (Services) Branch of the abovementioned organisation lodged in the Industrial Registry the prescribed information in relation to elections for the following offices:

Branch President  
Deputy Branch Presidents (2)  
Branch Vice-President (Sydney Water)  
Branch Vice-President (Ports)  
Branch Vice-President (Energy)  
Branch Vice-President (Transport)  
Branch Vice-President (Information Technology)  
Branch Vice-President (Social and Community Services)  
Branch Vice-President (Shipping and Travel)  
Branch Vice-President (Airlines)  
Branch Vice-President (Women) (2)  
Branch Treasurer  
Branch Secretary/National Executive Representative/National Conference Delegate  
Branch Executive President/National Conference Delegate  
National Executive Representative  
National Conference Delegates (number to be determined in accordance with the rules )

Branch Executive Councillor (Sydney Water) (2)  
Branch Executive Councillor (Ports)  
Branch Executive Councillor (Energy)  
Branch Executive Councillor (Transport) (2)  
Branch Executive Councillor (Shipping and Travel)  
Branch Executive Councillor (Information Technology)  
Branch Executive Councillor (Social and Community Services)  
Branch Executive Councillor (Hunter Water)  
Branch Executive Councillor (Airlines)

Branch Councillors (number to be determined in accordance with the rules) for each of the following Industry Divisions:

Transport  
Information Technology  
Shipping and Travel  
Sydney Water

Ports  
Energy  
Social and Community Services  
Hunter Water  
Airlines

Provisional Branch Councillors (Women) (10)

Water Industry Division Committee of Management

President  
Vice-President  
Treasurer  
Executive Members (3)  
Committee Members (12)

Ports Industry Division Committee of Management

President  
Vice-President  
Executive Members (2)  
Committee Members (4)

Energy Industry Division Committee of Management

President  
Vice-Presidents (2)  
Committee Members (4)

Information Technology Industry Division Committee of Management

President  
Vice-President  
Secretary  
Committee Members (7)

Shipping and Travel Industry Division Committee of Management

President  
Senior Vice-President  
Junior Vice-President  
Treasurer  
Secretary  
Committee Members (6)

Hunter Water Industry Division Committee of Management

President  
Vice-President  
Divisional Secretary

Divisional Assistant Secretary  
Committee Members (8) - (4) (Wages employees)  
(4) (Salaried employees)

Airlines Industry Division Committee of Management

President  
Vice-President  
Secretary/Treasurer  
Executive Member  
Committee Members (6) - (4) of whom shall be elected by and from financial employed by  
Qantas Airways Limited  
(2) of whom shall be elected by and from financial members  
otherwise employed in the Airlines Industry

Transport Industry Division Committee of Management

President  
Treasurer  
Vice-President (Women)

Social and Community Services Industry Division Committee of Management

Assistant Division Secretary  
President  
Vice-President (New South Wales)  
Vice-President (Australian Capital Territory)  
Women's Officer  
Committee Members (4)  
Committee of Management Member representing each of the following Sub-Divisions:

- Armidale (1)
- A.C.T. (1)
- Blue Mountains (1)
- Central Coast (1)
- Far North Coast (1)
- Illawarra (1)
- Inner City (1)
- Mid North Coast (1)
- Newcastle (1)
- Parramatta-Fairfield (1)
- Penrith-Blacktown (1)
- St George (1)

I am satisfied that elections for the abovementioned offices are required to be held under the rules of the organisation and, under subsection 214(2) of the Workplace Relations Act 1996, I am making arrangements for the conduct of the elections by the Australian Electoral Commission.





**AUSTRALIAN INDUSTRIAL REGISTRY**

Level 35, Nauru House  
80 Collins Street, Melbourne, VIC 3000  
GPO Box 1994S, Melbourne, VIC 3001  
Telephone: (03) 8661 7777  
Fax: (03) 9654 6672

Mr. L. Foley  
Branch Secretary  
Australian Municipal, Administrative, Clerical and Services Union  
New South Wales and ACT (Services) Branch  
PO Box 1865  
STRAWBERRY HILLS NSW 2012

Dear Mr. Foley,

**Arrangement for the conduct of an election in accordance with  
section 214 of the Workplace Relations Act 1996  
(E2002/222)**

A copy of the Registrar's decision in relation to the above matter is enclosed.

Any enquiries in relation to the conduct of the subject election should be directed in the first instance to the Australian Electoral Commission, Australian Capital Territory, telephone : (02) 6249 7908.

Yours sincerely,

Larry Powell  
Statutory Services Branch

24 February 2003

**William Jacomb & Associates  
PC & Mac Support Specialists**

3/24 Straw Street, WEST BRUNSWICK VIC 3055  
Phone: 9388 0073 fax: 9388 0075 Mobile: 0414 724 565  
Email: wjacomb@connexus.net.au

Thursday, 20

To:

Clance Lapierre  
Australian Industrial Relations Commission  
9654 6672

From:

William Jacomb

Number Of Pages In Transmission: 6

Regarding: Reasons Why it Would Be Unsound To Hold ASU

Coversheet Message:



3/24 Straw Street  
WEST BRUNSWICK VIC 3055

19 February 2003

Mr T. Nassios  
Deputy Registrar  
Australian Industrial Relations Commission  
Naru House  
80 Collins Street  
MELBOURNE VIC 3000

**References:**      **C2003/376**      - Appeal against the Decision Of  
Deputy Industrial Registrar Nassios At Melbourne 8  
January 2003 to issue a certificate of Rule change

Your letter dated 11 February 2003 to P.Slape, National  
Secretary, Australian Services Union re Notification to  
hold various ASU Elections

**AUSTRALIAN INDUSTRIAL RELATIONS  
COMMISSION - Industrial Relations Commission  
Decision 93/1991**- approval of submission of  
amalgamation to ballot The Municipal Officers'  
Association Australia and Australian Transport Officers  
Federation and The Technical Service Guild of Australia  
**(D No. 30016 of 1990)**

International Convention on the Elimination of All  
Forms of Discrimination Against Women

Sexual Discrimination Act 1984 (As amended)

2 /

Dear Deputy Registrar Nassios,

**Why it Wold be Improper & Unlawful To Hold ASU Union Elections At This Time**

Thank you for allowing me to inspect the registry file this afternoon.

As I expected there was a response from the ASU which they had failed to copy to myself.

I believe that the ASU has failed to bring to your attention the key issues which would affect your decision and in their focusing on the Victorian Services

The key elements are:-

- It is unlawful under Section 19, of the Sexual Discrimination Act 1984 as amended for a Registered Organisation to discriminate against a person on the basis of sex by amongst other things:-
  - by denying the member access, or limiting the member's access, to any benefit provided by the organization;
  - by depriving the member of membership or varying the terms of membership; or
  - by subjecting the member to any other detriment
- In **(D No. 30016 of 1990)**, Deputy President Moore made a clear finding of fact with regards the gender discrimination proposed in the rules at the time that :-

*It is probably unnecessary to explain in detail why I have reached this conclusion as I am satisfied that s.33 most likely operates to nullify the effect s. 19 would otherwise have. The benefits that the male members are denied are the right to stand and vote for a position on the Executive (either Branch or National). The expression "... or limiting ... access to a benefit" in State anti-discrimination legislation has been liberally construed.(7) I see no reason why this expression should not also be given a broad meaning as it appears in s.19 of the SDA. By virtue of their sex, male members cannot participate in an election relating to a position within the organisation. It is a position which forms part of a body that can determine matters of policy concerning the organisation or a branch (and therefore policy affecting male members). Even though male members may participate in the election of all other members of that body, their rights are more limited than those of female members in determining who sits on that body. Further, their rights to be elected to sit on the body are also more limited. **In those circumstances it seems to me that male members are, on the grounds of their sex, denied access to a benefit in relation to the particular position, or expressing it slightly differently, their access to a benefit is limited if one looks at the election of the body as a whole. The relevant benefit is the right***

**Why it Would be Improper & Unlawful To Hold ASU Union Elections At This Time**

3 /

*to stand and to vote which is provided by the organisation through its rules.*

**Thus prima facie such rules are in violation of Section 19, of the Sexual Discrimination Act.**

- Article 4 of the International Convention on the Elimination of All Forms of Discrimination Against Women does permit :-

*Adoption by States Parties of **temporary** special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.*

**Why it Would be Improper & Unlawful To Hold ASU Union Elections At This Time**

4 /

I submit that 12 years of **permanent** sexual discrimination against men was not envisaged by Deputy President Moore when he initially made a determination relying upon Section 33 (now 7 D) of the Sexual Discrimination Act.

Nor, is it I submit, what was envisaged as the definition of "**Temporary Special Measure**" within the meaning of the **International Convention on the Elimination of All Forms of Discrimination Against Women** upon which Section 7D is based.

- The current membership of the various elected bodies of the Australian Services Union by females, and their current membership of the Australian Services Union, that the "the need for equality in fact as well as in law" which Deputy President Moore relied upon his decision has been more than well and truly achieved.

I should also mention that the Australian Services Union, tendered to Deputy President Moore, in support of its application, a report it had commissioned that itself said that the reason why more females were not seeking election to Office was not the rules but encouragement by the union and Child Care. An issue that the Australian Services Union has quite properly well addressed.

- Furthermore, the Australian Services has not at any time in the years subsequent to Deputy President Moore's decision ever adduced evidence that the removal of the sexual discrimination in the Rules of the Union would result in the female members of the Union in ceasing to having "equality in fact as well as law"
- It is worth noting that I have been verbally advised by Susan Roberts, Director, Of Legal Human Relations & Equal Opportunity Commission that **no exemption** from the operation of the Sexual Discrimination Act has been **granted** or is in force.

Furthermore, I have given written notice to the Human Right And Equal Opportunity Commission that should the ASU now decide to seek such an exemption, I would of course object to it.

**Thus there is no guarantee that the ASU could obtain an exemption at this point.**

- Under Section 7 C of the Sexual Discrimination Act, it states that the burden of proving that an Act does not constitute discrimination because of Section 7B **lies on the person who did the act.**

For the Commission to proceed with elections based upon rules that it itself has found discriminate against men would seem to make it a

**Why it Would be Improper & Unlawful To Hold ASU Union Elections At This Time**

5 /

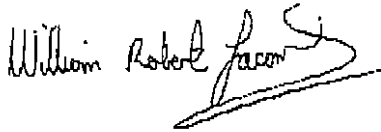
party to both direct and indirect acts of discrimination and such the operation of 7C places the onus on the Commission to prove that it is not.

**It is not clear that the immunity Commission has with regards its actions would apply to an unlawful act.**

- It would seem that under the Sexual Discrimination Act, that only the :-
- **Human Rights & Equal Opportunity Commission** could grant an exemption from the Operation of the Act or
  - **Federal Court** could make a determination that Section 7D applies to the rules of the Australian Services Union.

**Thus in the circumstances, it would seem that it would be unsound for the Commission to proceed with elections under rules which are sexually discriminatory until such time as C2003/376 is resolved.**

Yours Sincerely



(William Jacomb)

cc.

**Senior Deputy President Lacy**, Australian Industrial Relations Commission

**Ms Susan Roberts**, Director, Of Legal Human Relations & Equal Opportunity Commission

**Why it Would be Improper & Unlawful To Hold ASU Union Elections At This Time**

LEVEL 30 TELEPHONE: (03) 9240 1414  
NAURU HOUSE FACSIMILE: (03) 9240 1444  
80 COLLINS STREET AUSDOC DX 30820  
MELBOURNE VICTORIA 3000 WEBSITE: www.rct-law.com.au

RYAN  
CARLISLE  
THOMAS

LAWYERS

Mr Terry Nassios  
Deputy Industrial Registrar  
Australian Industrial Registry  
Level 35, Nauru House  
80 Collins Street  
MELBOURNE VIC 3000

YOUR REF:

OUR REF:

PG:MMT asu

17 February, 2003

Dear Deputy Industrial Registrar

**Conduct of Elections in the Australian Municipal, Administrative, Clerical and Services Union (ASU)**

We refer to the above matter and our letter of 13 February 2003.

We tried unsuccessfully to contact you by telephone on 14 February 2003.

Our client is concerned that notwithstanding our submissions on its behalf you may be considering deferring the conduct of some or all elections, notwithstanding the lodgement of information under Section 214 of the Act.

We note that nominations are to be called for on 5 March 2003 and our client is deeply concerned at the prospect of any delay in the election process.

We now request that you indicate when you propose making a decision under Section 214 of the Act for the Australian Electoral Commission (AEC) to conduct elections in respect of those elections for which information has been lodged.

Obviously, a delay in making or a failure to make a decision under Section 214 for the AEC to conduct elections has the potential to operate as a de facto stay on the conduct of the elections and our client wishes to avoid such a circumstance. As you would appreciate the issue of a stay in respect of the relevant rules is before Vice President Ross and is not a question with which you are seized.

We respectfully seek your early response. If you wish to discuss the matter, please contact Orm Thomas or Philip Gardner of this office.

RONALD PEARCE  
SIMON GARNETT  
LUCY MORGAN  
SIMON GUTHRIE  
ANGELA SDRINIS  
MARK MAIER  
JOHN KOTSIFAS  
ANDREW MCGINDLE  
GRAHAM HILL  
JOHN ARRANGA  
ROHAN ATHERTON  
PHILIP GARDNER

Consultants:  
ORMOND THOMAS  
KEITH WORLAND  
RUTH THOMAS  
IAN JUPP  
CAROL ANDRADES  
Senior Legal Executive:  
ROSS INGLIS

Associate Legal  
Executives:  
MICHAEL MITCHELL  
ELIZABETH HILL  
ANNETTE LAKEY  
SAMANTHA MIKKELSEY

Offices in:  
MELBOURNE  
DANDENONG  
GEELONG  
CRANBOURNE  
WERRIBEE  
PAKENHAM  
FRANKSTON  
BAYSWATER  
MELTON  
BACCHUS MARSH  
BALLARAT

Associate Firms in:  
SYDNEY  
BRISBANE  
ADELAIDE  
PERTH  
CANNBERRA  
HOBART

MEMBER FIRM  
CERTIFIED  
APLA  
Australian  
Plaintiff Lawyers  
Association

Yours faithfully

A handwritten signature in black ink, appearing to read 'Philip Gardner', written in a cursive style.

Philip Gardner  
**RYAN CARLISLE THOMAS**

Direct Line: 9240 1447  
Direct Fax: 9240 1449  
E-mail: [pgardner@rct-law.com.au](mailto:pgardner@rct-law.com.au)

LEVEL 30 TELEPHONE: (03) 9240 1414  
NAURU HOUSE FACSIMILE: (03) 9240 1444  
80 COLLINS STREET AUSDOC DX 30820  
MELBOURNE VICTORIA 3000 WEBSITE: www.rct-law.com.au

RYAN  
CARLISLE  
THOMAS

LAWYERS

Mr Terry Nassios  
Deputy Industrial Registrar  
Australian Industrial Registry  
Level 35, Nauru House  
80 Collins Street  
MELBOURNE VIC 3000

YOUR REF:

OUR REF:

OT:MMT

13 February 2003



Dear Deputy Industrial Registrar

**Conduct of Elections in the Australian Municipal, Administrative, Clerical and Services Union (ASU)**

We act on behalf of the ASU and refer to your letter of 11 February 2003.

We understand that prescribed information for elections to be conducted in the ASU has been lodged with you pursuant to Section 214 of the Workplace Relations Act 1996 (the Act).

We note that these elections relate to all of the branches of the ASU. The appeals to which you refer that is, C2002/6236 and C2003/376 relate or impact only on the following branches: the Victorian Authorities and Services Branch and the Victorian Private Sector Branch whose rules were certified on 8 January 2003.

No stay has been granted in relation to any of the rules changes certified by you.

In the absence of any stay, in our view the provisions of Section 214 and in particular, the provisions of Sub Section 214(2) are mandatory. That is, prescribed information having been lodged on the prescribed day or later day allowed by you, and upon your satisfaction that an election is required to be held under the rules of the organisation or branch, you "shall" arrange for the conduct of the election by the Australian Electoral Commission.

In the present circumstances we submit that the proceedings presently before Vice President Ross should not impinge in any way on your consideration of the above mentioned notifications.

RONALD PEARCE  
SIMON GARNETT  
LUCY MORGAN  
SIMON GUTHRIE  
ANGELA SDRINIS  
MARK MAIER  
JOHN KOTSIFAS  
ANDREW MCGINDLE  
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PAKENHAM  
FRANKSTON  
BAYSWATER  
MELTON  
BACCHUS MARSH  
BALLARAT

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BRISBANE  
ADELAIDE  
PERTH  
CANNBERRA  
HOBART

MEMBER FIRM  
CERTIFIED  
APLA  
Australian  
Plaintiff Lawyers  
Association



Yours faithfully



Orm Thomas  
**RYAN CARLISLE THOMAS**

Direct Line: 9240 1435  
Direct Fax: 9240 1437  
E-mail: othomas@rct-law.com.au



**AUSTRALIAN INDUSTRIAL REGISTRY**

Level 35, Nauru House  
80 Collins Street, Melbourne, VIC 3000  
GPO Box 1994S, Melbourne, VIC 3001  
Telephone: (03) 8661 7777  
Fax: (03) 9654 6672

Mr. Paul Slape  
National Secretary  
Australian Municipal, Administrative, Clerical and Services Union  
Ground Floor  
116 Queensberry Street  
CARLTON SOUTH VIC 3053

Dear Mr. Slape,

**Re: Conduct of elections**

I have received a number of notifications lodged under section 214 of the Workplace Relations Act 1996 for arrangements to be made with the Australian Electoral Commission for the conduct of elections within various branches of the Australian Municipal, Administrative, Clerical and Services Union (the ASU).

As you are aware appeals have been lodged in the Australian Industrial Relations Commission against my decisions in respect of alterations of the rules of the ASU. It appears that the grounds of appeal relate to the issue of discrimination under the Sex Discrimination Act 1984 and also the democratic control of the ASU. The appeals have been listed for hearing before Vice-President Ross on 7 March 2003.

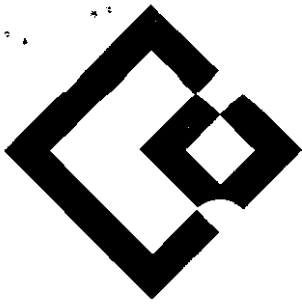
I seek your views as to whether the proceedings presently before Vice-President Ross impinge on my consideration of the abovementioned notifications.

Should you wish to discuss the matter in the meantime, please contact Mr. Clency Lapierre on (03) 8661 7787.

Yours sincerely,

  
Terry Nassios  
Deputy Industrial Registrar  
11 February 2003

cc. Mr. William Jacomb  
cc: Mr. Neil Kean



**A.S.U**

E 2002 | 222



lf:dc  
B/08/2040

9 December 2002

**Australian  
Services  
Union**

Industrial Registrar  
Australian Industrial Registry  
Level 8  
80 William Street  
EAST SYDNEY NSW 2001

**W & ACT  
Branch**

**Branch Secretary**  
Luke Foley

Dear Registrar

Suite 2, Level 2  
619 Elizabeth Street  
Redfern NSW 2016

**Re.: Prescribed Information In Respect of Election - Section 214 and  
Regulation 61 of Workplace Relations Act 1996**

PO Box 1865  
Strawberry Hills NSW 2012

Website:  
[www.asuservices.labor.net.au](http://www.asuservices.labor.net.au)

I advise that an election is required for offices in the New South Wales and ACT (Services) Branch of the Australian, Municipal, Administrative, Clerical and Services Union.

Tel: (02) 9310 4000  
Fax: (02) 9698 8936

Attached to this correspondence is the prescribed information.

Devonshire House  
Suite 4, Ground Floor  
406-408 King Street  
Newcastle West NSW 2302

I certify that this information is being lodged in accordance with subsection 214(1) of the Workplace Relations Act 1996.

Box 5092A  
Newcastle West NSW 2302

I advise that the ASU has recently amended its Rules. A number of existing offices are to be abolished at the expiry of the current term of office, and a number of new offices are created. These Rules amendments were submitted to the Registry on 22 November and are currently waiting certification. The information attached to this correspondence relates to all offices that will exist pursuant to the amended Rules, once certified.

Tel: (02) 4929 1280  
Fax: (02) 4929 1223

Yours faithfully

Suite 7, 1st Floor  
17 Woolley Street  
Dickson ACT 2602

PO Box 1012  
Dickson 2602

**Luke Foley**  
**Branch Secretary**

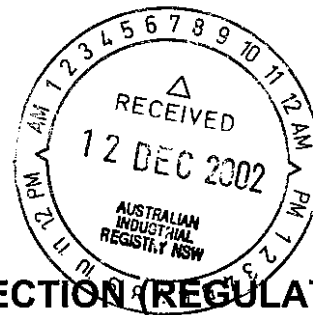
Tel: (02) 6257 6639  
Fax: (02) 6257 6335

Encl.

# AUSTRALIAN SERVICES UNION

## NSW & ACT (SERVICES) BRANCH

### PRESCRIBED INFORMATION IN RESPECT OF ELECTION (REGULATION 61 AND SUBSECTION 214(1) OF THE ACT)



1. An election is required for all offices within the Branch.
2. The reason for the election is that the term of office has expired, or new offices have been created.
3. The electorate for each office is outlined at Schedule A, attached to this document.
4. The eligibility rules for the purposes of being a candidate for office and for the purposes of nominating candidates are outlined at Schedule A, attached to this document.
5. Nominations for all offices open on 5 March 2003.  
Nominations for all offices close on 26 March 2003.
6. The voting system for the election of National Conference Delegates is a collegiate voting system. The voting system for the election of all other offices is a direct voting system.

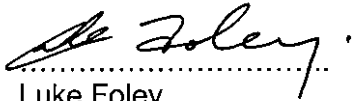
#### Further Information

I advise as follows:

7. The number of National Conference Delegates to be elected is established by the number of Adult Membership Equivalents at the end of the half year immediately preceding the calling of nominations - see National Rule 7 of the ASU Rules. I will advise accordingly in January 2003.
8. The number of Branch Councillors representing each Industry is determined by a formula contained in Rule 10 of Division Nine [New South Wales and ACT (Services) Branch Rules] of the Rules of the ASU. It is possible that the number of offices to be elected may change, based on membership numbers at 31 December 2002. If so, I will advise accordingly in January 2003.
9. Subrule 36b. of Division Nine [New South Wales and ACT (Services) Branch Rules] of the Rules of the ASU provide that the Branch Secretary shall provide to the Returning Officer a certificate showing the percentage of women financial members of the Branch. I will provide this Certificate to the Returning Officer, once he/she is appointed.
10. Paragraph ii. of subrule 41c. of the Rules of the ASU states:
  - “ii. If a member is nominated for more than one full time office in any one election, such member must, within seven days after the close of nominations, advise the Returning Officer, in writing, which one of such full time offices the member wishes to stand for, and withdraw any nomination or nominations for the other full time office or offices for which the said member was nominated, failing which, the Returning Officer shall reject all nominations for full time positions submitted for that member.”

I advise that the following offices in schedule A are full-time offices:

- Branch Secretary
- Branch Executive President



.....  
Luke Foley  
Branch Secretary

9 December 2002

**SCHEDULE A**

<b>OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED</b>	<b>QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE</b>	<b>QUALIFICATIONS REQUIRED BY NOMINATORS</b>	<b>ELECTORATE</b>
Branch President	Any financial member of the Branch who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members of the Branch.
Deputy Branch Presidents Two (2) to be elected	As above.	As above.	As above.
Branch Vice President (Sydney Water)	Any financial member employed in the Sydney Water Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members employed in the Sydney Water Industry.
Branch Vice President (Ports)	Any financial member employed in the Ports Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members employed in the Ports Industry.
Branch Vice President (Energy)	Any financial member employed in the Energy Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council	All financial members employed in the Energy Industry.

OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
Branch Vice President (Transport)	Any financial member employed in the Transport Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members employed in the Transport Industry.
Branch Vice President (Information Technology)	Any financial member employed in the Information Technology Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members employed in the Information Technology Industry.
Branch Vice President (Social and Community Services)	Any financial member employed in the Social and Community Services Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members employed in the Social and Community Services Industry.
Branch Vice President (Shipping and Travel)	Any financial member employed in the Shipping and Travel Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members employed in the Shipping and Travel Industry.

OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
Branch Vice President (Airlines)	Any financial member employed in the Airlines Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members employed in the Airlines Industry.
Branch Vice Presidents (Women) two (2) to be elected	Any financial woman member of the Branch who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial women members of the Branch.
Branch Treasurer	Any financial member of the Branch who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members of the Branch.
Branch Secretary	Any financial member of the Branch who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members of the Branch.



OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
Branch Executive President	Any financial member of the Branch who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two members of Branch Council.	All financial members of the Branch.
Branch Executive Councillor (Sydney Water)  Two (2) to be elected	Any financial member employed in the Sydney Water Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members employed in the Sydney Water Industry.	All financial members of the Branch employed in the Sydney Water Industry.
Branch Executive Councillor (Ports)	Any financial member employed in the Ports Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members employed in the Ports Industry.	All financial members employed in the Ports Industry.
Branch Executive Councillor (Energy)	Any financial member employed in the Energy Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members employed in the Energy Industry	All financial members employed in the Energy Industry.

OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
<p>Branch Executive Councillor (Transport)</p> <p>Two (2) to be elected</p>	<p>Any financial member employed in the Transport Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Transport Industry.</p>	<p>All financial members employed in the Transport Industry.</p>
<p>Branch Executive Councillor (Shipping and Travel)</p>	<p>Any financial member employed in the Shipping and Travel Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Shipping and Travel Industry.</p>	<p>All financial members employed in the Shipping and Travel Industry.</p>
<p>Branch Executive Councillor (Information Technology)</p>	<p>Any financial member employed in the Information Technology Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Information Technology Industry.</p>	<p>All financial members employed in the Information Technology Industry.</p>
<p>Branch Executive Councillor (Social and Community Services)</p>	<p>Any financial member employed in the Social and Community Services Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Social and Community Services Industry.</p>	<p>All financial members employed in the Social and Community Services Industry.</p>

OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
Branch Executive Councillor (Hunter Water)	Any financial member employed in the Hunter Water Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members employed in the Hunter Water Industry.	All financial members employed in the Hunter Water Industry.
Branch Executive Councillor (Airlines)	Any financial member employed in the Airlines Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members employed in the Airlines Industry.	All financial members employed in the Airlines Industry.
National Executive Member	Any National Conference delegate.	Any two members of Branch Council.	All financial members of the Branch.
National Conference Delegates (number to be elected yet to be established)	Any member of Branch Council.	Any two members of Branch Council.	Branch Council.
<u>Water Industry Division Committee of Management</u>  President, Vice President, Treasurer, three (3) Executive members, twelve (12) Committee members.	Any financial member employed in the Water Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members employed in the Water Industry.	All financial members employed in the Water Industry.

OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
<u>Ports Industry Division Committee of Management</u>  President, Vice President, two (2) Executive members, four (4) Committee members.	Any financial member employed in the Ports Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members employed in the Ports Industry.	All financial members employed in the Ports Industry.
<u>Energy Industry Division Committee of Management</u>  President, two (2) Vice Presidents, ten (10) Committee members.	Any financial member employed in the Energy Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members employed in the Energy Industry.	All financial members employed in the Energy Industry.
<u>Information Technology Industry Division Committee of Management</u>  President, Vice President, Secretary, seven (7) Committee members.	Any financial member employed in the Information Technology Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members employed in the Information Technology Industry.	All financial members employed in the Information Technology Industry.
<u>Shipping and Travel Industry Division Committee of Management</u>  President, Senior Vice President, Junior Vice President, Treasurer, Secretary, six (6) Committee members.	Any financial member employed in the Shipping and Travel Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members employed in the Shipping and Travel Industry.	All financial members employed in the Shipping and Travel Industry.

OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
<p><u>Hunter Water Industry Division Committee of Management</u></p> <p>President, Vice President, Divisional Secretary, Divisional Assistant Secretary.</p>	<p>Any financial member employed in the Hunter Water Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Hunter Water Industry.</p>	<p>All financial members employed in the Hunter Water Industry.</p>
<p><u>Hunter Water Industry Division Committee of Management</u></p> <p>Committee members - four (4) to be elected by and from financial members who are Wages employees.</p>	<p>Any financial member who is a wages employee employed in the Hunter Water Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members who are wages employees employed in the Hunter Water Industry.</p>	<p>All financial members who are wages employees employed in the Hunter Water Industry.</p>
<p><u>Hunter Water Industry Division Committee of Management</u></p> <p>Committee members - four (4) to be elected by and from financial members who are Salaried employees.</p>	<p>Any financial member who is a salaried employee employed in the Hunter Water Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members who are salaried employees employed in the Hunter Water Industry.</p>	<p>All financial members who are salaried employees employed in the Hunter Water Industry.</p>
<p><u>Airlines Industry Division Committee of Management</u></p> <p>President, Vice President, Secretary/Treasurer, Executive member</p>	<p>Any financial member who is employed in the Airlines Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Airlines Industry.</p>	<p>All financial members who are employed in the Airlines Industry.</p>

OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
<p><u>Airlines Industry Division Committee of Management</u></p> <p>Committee members - four (4) to be elected by and from members employed by Qantas Airways Limited</p>	<p>Any financial member employed by Qantas Airways Limited who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed by Qantas Airways Limited.</p>	<p>All financial members employed by Qantas Airways Limited.</p>
<p><u>Airlines Industry Division Committee of Management</u></p> <p>Committee members - two (2) to be elected by and from all members otherwise employed in the Airlines Industry.</p>	<p>Any financial member otherwise employed in the Airlines Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members otherwise employed in the Airlines Industry.</p>	<p>All financial members employed in the Airlines Industry.</p>
<p><u>Transport Industry Division Committee of Management</u></p> <p>President, Treasurer.</p>	<p>Any financial member employed in the Transport Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Transport Industry.</p>	<p>All financial members employed in the Transport Industry.</p>
<p><u>Transport Industry Division Committee of Management</u></p> <p>Vice President (Women)</p>	<p>Any financial member who is a woman employed in the Transport Industry who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Transport Industry.</p>	<p>All financial members employed in the Transport Industry.</p>

OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
<p><u>Social and Community Services Industry Division Committee of Management</u></p> <p>Assistant Division Secretary, President, four (4) Committee members.</p>	<p>Any financial member employed in the Social and Community Services Industry, who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Social and Community Services Industry.</p>	<p>All financial members employed in the Social and Community Services Industry.</p>
<p><u>Social and Community Services Industry Division committee of Management</u></p> <p>Vice-President (New South Wales)</p>	<p>Any financial member employed in the Social and Community Services Industry in New South Wales who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Social and Community Services Industry in New South Wales</p>	<p>All financial members employed in the Social and Community Services Industry in New South Wales.</p>
<p><u>Social and Community Services Industry Division Committee of Management</u></p> <p>Vice-President (Australian Capital Territory)</p>	<p>Any financial member employed in the Social and Community Services Industry in the ACT, who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Social and Community Services Industry in the ACT.</p>	<p>All financial members employed in the Social and Community Services Industry in the ACT.</p>
<p><u>Social and Community Services Industry Division Committee of Management</u></p> <p>Women's Officer</p>	<p>Any financial member who is a woman employed in the Social and Community Services Industry, who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members employed in the Social and Community Services Industry.</p>	<p>All financial women members employed in the Social and Community Services Industry.</p>

OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
<p><u>Social and Community Services Industry Division Committee of Management</u></p> <p>Committee Members representing each Sub-Division:</p> <ul style="list-style-type: none"> <li>- Armidale</li> <li>- A.C.T.</li> <li>- Blue Mountains</li> <li>- Central Coast</li> <li>- Far North Coast</li> <li>- Illawarra</li> <li>- Inner city</li> <li>- Mid North Coast</li> <li>- Newcastle</li> <li>- Parramatta-Fairfield</li> <li>- Penrith-Blacktown</li> <li>- St George</li> </ul>	<p>Any financial member in the relevant Sub-Division, who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members in the relevant Sub-Division.</p>	<p>All financial members in the relevant Sub-Division.</p>



OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
<p><u>BRANCH COUNCIL</u></p> <p>Branch Councillors (Transport) eight (8) to be elected</p> <p>Branch Councillors (Information Technology) four (4) to be elected</p> <p>Branch Councillors (Shipping and Travel) two (2) to be elected.</p> <p>Branch Councillors (Sydney Water) seven (7) to be elected</p> <p>Branch Councillors (Ports) one (1) to be elected</p> <p>Branch Councillors (Energy) two (2) to be elected</p> <p>Branch Councillors (Social and Community Services) eleven (11) to be elected</p> <p>Branch Councillors (Hunter Water) two (2) to be elected</p>	<p>Any financial member allocated to the relevant Industry Division to which the particular office relates who has been continuously financial for twelve months immediately preceding the date on which nominations close.</p>	<p>Any two financial members allocated to the relevant Industry Division to which the particular office relates.</p>	<p>All financial members allocated to the relevant Industry Division to which the particular office relates.</p>

OFFICE IN RESPECT OF WHICH AN ELECTION IS REQUIRED	QUALIFICATIONS REQUIRED TO BECOME A CANDIDATE	QUALIFICATIONS REQUIRED BY NOMINATORS	ELECTORATE
Branch Councillors (Airlines) seven (7) to be elected			
Provisional Branch Councillors (women) Ten (10) to be elected	Any financial women member of the Branch who has been continuously financial for twelve months immediately preceding the date on which nominations close.	Any two financial members of the Branch.	All financial members of the Branch.