

MOLONEY, Carolyn

From: Yolla Abousleiman [REDACTED]
Sent: Thursday, 21 December 2017 5:03 PM
To: ENRIGHT,Chris; ROC - Registered Org Commission
Cc: Annette Moran
Subject: Correction to CEPU Annual Return for periods ending 31 DEC 2010 - 31 DEC 2016
Attachments: 171221 Ltr fr AH to ROC Amend AR 31.12.10-31.12.16.pdf; CEPU Annual Return Declaration 2010-2016.pdf

Dear Mr Enright

Please find attached a letter and declaration from Allen Hicks, National Secretary detailing corrections to the CEPU Annual Return for the periods ending 31 December 2010-2016.

Kind Regards,
Ms. Yolla Abousleiman
Legal Assistant / Paralegal



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21 December 2017

Mr Chris Enright
Delegate of the Commissioner
Registered Organisations Commission
GPO Box 2983, MELBOURNE VIC 3000

By email: chris.enright@roc.gov.au

Dear Mr Enright

CEPU Annual Return for reporting periods 31 Dec 2010-31 Dec 2016

I refer to the above and to our previous correspondence. I enclose by way of lodging:

- declaration amending the CEPU's annual returns.

The enclosed declaration is modelled on the template return published by the Registered Organisations Commission (ROC) and amends the membership figures to reflect the results of the audit process detailed below. I advise that a copy of this amending declaration will be posted to the CEPU's website.

As you are aware, in response to the Fair Work Commission (FWC) questioning the validity of the reporting of CEPU membership figures,¹ the CEPU instigated an independent audit of the membership figures reported in our annual returns and committee of management operating reports for the years ended 31 December 2013-31 December 2015 and 31 March 2013-2015 respectively. On 11 November 2016, the CEPU provided the FWC with the report of the independent audit, which included a table showing the variance between the reported membership figures and the audited number of total members for those reporting periods.

On 16 March 2017 the FWC wrote to the CEPU expressing dissatisfaction with the timeframe of the first audit only covering the three years of reporting periods. On 13 April 2017 the CEPU responded to the concerns expressed by the FWC and advised we would be conducting a second audit adopting the FWC terms of reference in the 16 March correspondence (Annexure E), excluding redoing the audit for 31 December 2013 to 31 December 2015. We further advised the FWC that each Division would be engaging their own auditor to conduct the second round of audits.

As a consequence of the second round of independent audits, on 11 December 2017, the CEPU National Council, at its annual meeting, authorised the submission of a declaration to the ROC, which now has responsibility for this matter, to correct the figures reported in the annual returns for total members as at 31 December 2010-31 December 2016.

Yours faithfully



Allen Hicks
National Secretary



NATIONAL OFFICE

Greg Rayner
National President

Allen Hicks
National Secretary

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¹ In correspondence from FWC dated 27 April 2016

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing
and Allied Services Union of Australia

AMENDED Annual Return of Information for the years 2010 to 2016

**in accordance with Reg 147 Fair Work (Registered Organisations) Regulations 2009 and
Sections 230 and 233 Fair Work (Registered Organisations) Act 2009**

AMENDED DECLARATION PURSUANT TO s233(1)(a) and (b)

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, an organisation registered under the *Fair Work (Registered Organisations) Act 2009* (the Act), declare:

1. I am authorised to make this declaration.
2. Based on the outcome of independent audits conducted by Stannards Accounting, MGI Auditing and Hall & Chadwick I confirm on 31 December 2010, 2011, 2012, 2013, 2014, 2015 and 2016 the number of members was:

Divisional Branch	2010	2011	2012	2013	2014	2015	2016
Electrical, Energy and Services Division							
New South Wales Branch	21,664	22,305	21,985	22,045	21,808	18,180	17,754
Victoria	17,839	18,655	19,246	19,357	18,425	18,120	17,485
Queensland & NT	14,482	15,374	15,932	16,696	17,535	16,904	16,480
Western Australia	7,126	7,536	8,000	7,916	7,268	7,610	7,011
South Australia	4,109	3,819	3,918	3,967	4,095	3,999	3,604
Tasmania	1,947	1,884	1,911	1,849	1,810	1,664	2,159
Plumbing Division							
New South Wales Branch	2,036	2,063	2,256	3,029	3,104	3,221	3,008
Victorian Branch	8,854	9,971	8,795	11,390	11,680	11,499	11,615
Queensland Branch	2,688	2,334	3,168	3,432	3,999	4,143	4,044
Western Australian Branch	-	-	-	-	671	650	552
Australian Capital Territory	361	145	-	-	-	-	-
Communications Division							
New South Wales P&T Br	8,872	8,374	8,450	8,378	8,281	8,249	8161
New South Wales T&S Br	1,573	1,443	1,335	1,270	1,143	1,103	1005
Victorian P&T Branch	5,210	5,070	5,055	4,388	4,332	4,368	4427
Victorian T&S Branch	2,861	2,507	2,296	2,199	2,079	1,869	1727
Queensland Branch	4,732	4,413	4,203	4,013	3,785	3,628	3537
South Australian Branch	2,214	2,173	2,033	2,027	1,931	1,699	1584
Western Australian Branch	1,899	1,858	1,853	1,861	1,849	1,797	1779
Tasmanian Branch	450	462	564	489	521	539	N/A
Total Members ALL Divisions	108,917	110,386	111,000	114,306	114,316	109,242	105,932

AL AL

Signed: _____

Allen Hicks
NATIONAL SECRETARY

Dated: 21 December 2017



24 November 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
Suite 408, Level 4,
30-40 Harcourt Parade
Rosebery NSW 2018

By email: [REDACTED]

Cc: Michael Wright – National Legal Officer: [REDACTED]

Dear Mr Hicks,

**Independent audit of membership figures of the Communications, Electrical, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU)
[AR2016/148]**

I refer to my previous correspondence dated 11 October 2017 requesting copies of the completed independent audit reports in relation to the reporting of CEPU membership figures from 2010 to 2016.

In your brief response dated 24 October 2017, you stated that you were in receipt of the final audit reports, had reviewed the reports and had “referred the relevant outcomes to each reporting unit for their respective consideration”. That correspondence did not provide a copy of the audit reports to the ROC nor any indication of when (or whether) such audit reports might be provided to the ROC for consideration.

Between 26 October and 20 November 2017 the ROC received lodgements of amended operating reports from several branches of the CEPU, which were expressly for the purpose of amending the membership figures previously reported for financial years 2010 through 2016.

However, in the absence of copies of the final audit reports referred to above, the ROC currently has no context with which to review the amended membership figures and no analysis supporting the validity of those figures.

I therefore request copies of the full audit reports to be lodged with the ROC **by Friday 8 December 2017**.

In my correspondence dated 16 March 2017 I provided (at Annexure E) detailed criteria in relation to the information required from a membership audit. For ease of reference I attach a copy of the criteria to this letter. I also note that Mr Michael Wright, the CEPU National Legal Officer, confirmed in correspondence dated 13 April 2017 that the CEPU would

conduct an audit in accordance with the criteria in Annexure E (with a small number of exceptions).¹

Among other things, the criteria required:

- an explanation for the discrepancies between membership figures lodged in annual returns and financial returns by the CEPU National Office ... from 2010 to 2015;
- an explanation for the discrepancies between membership figures lodged in annual returns and financial returns by each branch of the Plumbing Division from 2010 to 2015;
- results of the audit that clearly indicate whether or not the CEPU has:
 - kept and maintained a register of members as required by the RO Act, and
 - kept a copy of a register of members as it stood on 31 December for the past seven years, and
 - lodged any inaccurate reports of membership figures in its financial reports and annual returns over the past seven years

The provision of the audit reports should also assist in:

- clarifying the method and process that were used to determine the number of members reported in the amended operating reports lodged between 26 October and 20 November 2017;
- confirming the independence of the audit;
- confirming the scope of the audit in relation to membership figures reported in annual returns and in financial returns.

I also note that, in his correspondence dated 13 April 2017, Mr Wright stated that “as the CEPU has already conducted audits of Branch membership figures as at 31 December for the years 2013 to 2016, it is unnecessary to ‘re-audit’ these figures”. The ROC will review all available data regarding such figures and may take additional steps, if necessary, to validate the accuracy of those figures.

As foreshadowed in my previous correspondence of 16 March 2017, the ROC seeks voluntary provision of the relevant information in order to adequately address the membership discrepancies identified and to determine whether or not to commence any compliance action in this matter.

It is my request that you provide the full audit reports, with the other required information to address the criteria in Annexure E (subject to the exceptions in Mr Wright’s letter) to the ROC **by Friday, 8 December 2017**. If you have any questions regarding this matter, please contact Mr Bill Steenson by email at bill.steenson@roc.gov.au, or by phone on (02) 8293 4665.

Yours faithfully



Chris Enright
Executive Director
Registered Organisations Commission

¹ The letter indicated that items 1(a), 1(c) and 1(d)(iv) to (vii) were not included in the audit.

Annexure E

CEPU - Audit of membership figures (2010 to 2016)

The criteria for an audit of the membership records of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU) under the *Fair Work (Registered Organisations) Act 2009* (RO Act) would include the following matters.¹

Each item is to be answered separately (and if the answer to any item is 'no' or 'not known' the reason(s) for any such answer is to be provided).

1. Register of Members and Annual Returns²

- a) Has the CEPU kept a copy of its register of members as it stood on the following dates for the whole of the organisation as required by s231(1) of the RO Act:
 - i. 31 December 2010
 - ii. 31 December 2011
 - iii. 31 December 2012
 - iv. 31 December 2013
 - v. 31 December 2014
 - vi. 31 December 2015
 - vii. 31 December 2016
- b) Have each of the branches of the CEPU kept a copy of their part of the register of members as it stood on the following dates under s231(1) and/or s234 (this requires a separate answer for each branch):³
 - i. 31 December 2010
 - ii. 31 December 2011
 - iii. 31 December 2012
 - iv. 31 December 2013
 - v. 31 December 2014
 - vi. 31 December 2015
 - vii. 31 December 2016
- c) What is the number of members on the organisation's register of members (for the whole organisation) as it stood on:⁴

¹ Relevant statutory provisions include ss171, 171A, 172, 174, 230, 231, 232, 233, 234, 242 and 254 of the RO Act and regulations 147(f), 148, 149, 150 and 159(a) of the *Fair Work (Registered Organisations) Regulations 2009* (RO Regulations).

² An organisation is required to lodge an Annual Return each year under s233(1).

³ A register that pertains to a branch may be kept at the office of the branch – refer s234. Section 141(1)(b)(xii) of the RO Act also provides that '*The rules of an organisation ... must provide for ... the keeping of a register of the members, arranged, where there are branches, according to branches.*'

⁴ Refer s231(1)

- i. 31 December 2010
 - ii. 31 December 2011
 - iii. 31 December 2012
 - iv. 31 December 2013
 - v. 31 December 2014
 - vi. 31 December 2015
 - vii. 31 December 2016
- d) What is the number of members on the organisation's register of members for each part of the register (relating to a branch) as it stood on the following dates (provide a separate answer for each branch for each year).⁵
- i. 31 December 2010
 - ii. 31 December 2011
 - iii. 31 December 2012
 - iv. 31 December 2013
 - v. 31 December 2014
 - vi. 31 December 2015
 - vii. 31 December 2016

2. Register of Members and Financial Reports⁶

- a) What is the number of members in the CEPU as at the end of the financial year for the National Office for the following dates:
- i. 31 March 2010
 - ii. 31 March 2011
 - iii. 31 March 2012
 - iv. 31 March 2013
 - v. 31 March 2014
 - vi. 31 March 2015
 - vii. 31 March 2016
- b) What is the number of members in each reporting unit⁷ of the organisation as at the end of each of the following financial years (this requires a separate answer for each branch for each year) having regard to the fact that the financial year for each reporting unit in the organisation ends on 31 March with the exception of the

⁵ Refer s231(1) and ibid Note 3 above.

⁶ Each reporting unit of an organisation is required to prepare each year a Financial Report that is to include an Operating Report. The Operating Report must include the number of members in the reporting unit at the end of the financial year – refer s254(2)(f) and regulation 159(a).

⁷ Note: this also requires separate answers for each year for the National Offices of each Division of the CEPU as they also prepare separate Financial Reports.

branches in the Electrical Division (which end on 31 December) and the National Office for the Plumbing Division (which ends on 30 June):

- i. 2010
- ii. 2011
- iii. 2012
- iv. 2013
- v. 2014
- vi. 2015
- vii. 2016

3. Discrepancies between figures in Annual Returns and Financial Reports

a) What are the reasons for the discrepancies in the total number of CEPU members in National Office *Annual Returns* (lodged under s233(1) and 147(f)) and National Office *Financial Reports* (lodged under s254(2)(f) and regulation 159(a)) (as set out in the table entitled '*CEPU Membership figures lodged with FWC 2009 to 2015*' at Annexure A) in the following years:

- i. 2010
- ii. 2011
- iii. 2012
- iv. 2013
- v. 2014
- vi. 2015

b) What are the reasons for the discrepancies in the membership figures for each of the branches of the Plumbing Division in *Annual Returns* (lodged under s233(1) and 147(f)) and *Financial Reports* (lodged under s254(2)(f) and regulation 159(a)) for the following years (as set out in the table entitled '*CEPU Membership figures lodged with FWC 2009 to 2015*' at Annexure A) (this requires a separate answer for each branch for each year):

- i. 2010
- ii. 2011
- iii. 2012
- iv. 2013
- v. 2014
- vi. 2015

4. Register of Members – keep and maintain

a) Has the CEPU kept and maintained its register of members in accordance with s230(1) and 230(2)⁸ during the following years:⁹

- i. 2010

⁸ Refer also s18B of the RO Act in relation to the operation of s171A(1)(b).

⁹ Ibid Note 3.

- ii. 2011
- iii. 2012
- iv. 2013
- v. 2014
- vi. 2015
- vii. 2016

5. Purging of unfinancial members

- a) Has the organisation removed from its register of members all persons who have been unfinancial for more than 24 months within the next ensuing 12 months as required by s172(1):
 - i. as part of its regular practice;
 - ii. as at 31 December 2016.

6. Roll of voters

- a) In relation to an election in the Victorian Branch of the Plumbing Division in 2015 (E2015/95):
 - i. Has the organisation kept a copy of the part of the register of members, pertaining to that branch, as it stood on the closing date of the roll of voters for a ballot in that election as required by s231(2) of the RO Act and reg 148 of the RO Regulations;
 - ii. What was date that the abovementioned roll of voters closed;
 - iii. What was the number of members on that roll of voters.

28 June 2017

Mr Chris Enright
Delegate of the Commissioner
Registered Organisations Commission
GPO Box 2983, MELBOURNE VIC 3000

By email: chris.enright@roc.gov.au

Dear Mr Enright

AR2016/148 - CEPU Annual Return & Membership Reporting

I refer to the above, to your correspondence of 16 March 2017 and to my correspondence of 13 April 2017.

In your correspondence of 16 March 2017 you made the following recommendation:

- *the CEPU commissions an independent audit of the membership records of the CEPU from 2010 to 2016 and;*
 - *the scope:*
 - *is provided to the FWC prior to the commencement of the audit; and*
 - *includes the criteria listed at Annexure E;*
 - *the scheduled completion date for the audit is on or before 30 June 2017.*

In response to this request, in correspondence of the 13 April 2017 I advised the Commission that the CEPU has voluntarily resolved that each division of the CEPU would conduct a further audit on the same terms as you proposed, excluding:

- points 1(a) and (c), as the CEPU does not maintain a central register of members; and
- points 1(d)(iv) through (vii), with these figures having previously been audited.

When engaging the auditors we expressed a strong view that the audits be finalised by the 30 June 2017. However, due to the volume of material involved, it appears unlikely that the audits will be concluded with final reports by 30 June. An update on the audit for each division is attached for your information.

We apologise for the delay and advise we hope to have the matter finalised as soon as possible.

Please do not hesitate to contact me should you wish to discuss this matter.

Yours faithfully



Allen Hicks
NATIONAL SECRETARY



NATIONAL OFFICE

Greg Rayner
National President

Allen Hicks
National Secretary

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PROGRESS REPORT

- **Communications Division**
The audit is complete and we are waiting on a final report from the auditor.
- **Electrical Division**
The audit testing continues to be undertaken with one branch yet to be finalised.
- **Plumbing Division**
The audit is complete and we are waiting on a final report from the auditor.

From: KELLETT,Stephen

Sent: Thursday, 8 June 2017 2:50 PM

To: [REDACTED]

Subject: FW: Annual returns - number of members - various categories - advice [SEC=UNCLASSIFIED]

Dear Avinash,

Your enquiry yesterday has been directed to me. In answer to your questions:

1. *Do we disclose the total members (Financial & Un-financial)?*

Answer: Yes.

This is because regulation 147 refers simply to the “the number of members”. It makes no distinction between financial and unfinancial. For completeness, we understand the term “members” to mean full members (of whatever class) who are and remain eligible, under the rules, and in accordance with the Act, to be full members.

(You should be aware that the organisation has an obligation to ensure its register of members is kept up-to-date. Section 172 requires that unfinancial members must be removed from the register within prescribed periods, and section 230(2) sets out when persons who become members should be added to the register, and when persons who cease to become members, under section 171A or the rules, should be removed from the register.)

2. *We have life members who do not pay any subscriptions at all. Do we include them in our financial member numbers or can we add them to un-financial numbers?*

Answer: You should disregard any distinction between “financial” and “unfinancial” where Life members are concerned, if they do not have to pay subscriptions. You should refer to your rules to see how and when members become unfinancial, but in a general sense, “unfinancial members” generally means members who have not paid subscriptions *that are payable*. If Life members do not have to pay subscriptions, then they would technically speaking never be “in arrears” so would never be ‘unfinancial’.

3. *Are Life members included in the number of members in the annual return?* (You did not ask this question but it should be clarified because your second question does not directly deal with whether Life members should be reported in the annual return.)

Answer: It depends on whether Life members qualify to be considered members taking into account the effect of sections 171A and 166(3), and the rules.

- a. If your rules confer “Life Membership” on persons who are already fully eligible members and/or who remain or qualify as ‘employees’ then those Life members should be included in the disclosure of the number of members in the annual return.
- b. If your rules confer Life membership on persons who have retired and who are no longer employed or qualify as an employee [refer here to sub-section 166(3)] then the effect of section 171A is that their membership, for the purposes of the Act,

automatically ceases, and if that is the case, those Life members should not be included in the disclosure of the number of members in the annual return.

- c. If your rules confer Life membership on both categories, then you must identify who should be included in the number of members disclosed and who should not.

You should check your rules - see Communications Divisional rules 33, and 33A; Electrical Divisional rules 5.7, and 5.8; Plumbing Divisional rule 7.3 , as appropriate - to see what constitutes Life membership in your organisation or Division.]

I hope this is of assistance. If you have any further questions, please don't hesitate to contact me.

Yours faithfully

STEPHEN KELLETT

Senior Adviser

Financial Reporting

Registered Organisations Commission

Tel: (02) 6746 3283

Email: stephen.kellett@roc.gov.au

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Australian Government

Registered Organisations Commission

Please consider the environment before printing this message

MOLONEY, Carolyn

From: FENWICK,Joanne
Sent: Tuesday, 6 June 2017 1:01 PM
To: GUINA,Maryanne; ANDERSON,Eve
Subject: FW: Annual Returns - number of members [SEC=UNCLASSIFIED]

UNCLASSIFIED

From: Avinash Pala [REDACTED]
Sent: Tuesday, 6 June 2017 12:48 PM
To: FENWICK,Joanne
Subject: Annual Returns - number of members

Hi Joanne,

I hope that you are doing fine.

I am trying to finalise the Annual returns of CEPU and I wanted some clarification around the disclosed numbers:

1. Do we disclose the total members (Financial & Un-financial) ;
2. We have life members who do not pay any subscriptions at all. Do we include them in our financial member numbers or can we add them to un-financial numbers?

I asked a few people around me but they don't seem to have the answer. I do not want any discrepancies in this years' lodgement so I thought I'd drop you an email just to confirm.

I look forward to your reply.

Thank you & Regards

Avinash Pala
Financial Controller
CEPU NSW P & T Branch



Web: www.cepu.org



31 May 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia

By email: [REDACTED]

Dear Mr Hicks

Notifications of changes made to records [AR2016/148]

I refer to extensive previous correspondence between the Fair Work Commission (**FWC**), the Registered Organisations Commission (**ROC**) and the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (**CEPU**) in relation to notifications required to be lodged under s 233(2) of the *Fair Work (Registered Organisations) Act 2009 (the RO Act)*.

In a range of previous correspondence, including letters from the FWC dated 11 and 16 November 2016 and 5 December 2016, I advised that I would review a range of potential contraventions of s 233(2) of the RO Act with other matters concerning the membership records of the CEPU. I am aware through correspondence dated 13 April 2017 from the CEPU's National Legal Officer, Mr Michael Wright, that a further audit of the reporting of CEPU membership numbers is being conducted. In those circumstances, I advise that the attention of the ROC, as I previously foreshadowed, has now returned to considering the potential contraventions of s 233(2) of the RO Act.

You have previously and explicitly expressed your understanding about the statutory obligation contained in s 233(2) of the RO Act and so there doesn't appear to be any requirement to set out those obligations again.

In your most recent correspondence to the ROC Commissioner, Mr Mark Bielecki, dated 16 May 2017, you lodged a notification of a change of office holders relevant to the Western Australian Branch of the CEPU Plumbing Division. Similar to many previous lodgements which I will refer to below, the lodgement of this information on 16 May 2017 appears to contravene the requirements set out in s 233(2) of the RO Act because it was lodged approximately two months later than required by that provision.

In your letter of 16 May 2017 you indicate that you have introduced a new national system of reporting which has been in place for three months and that because you were only recently notified of the change resulting in what appears to be a further contravention of s 233(2), your office will be conducting an audit of the Plumbing Division to ensure their lists of office holders are currently up to date.

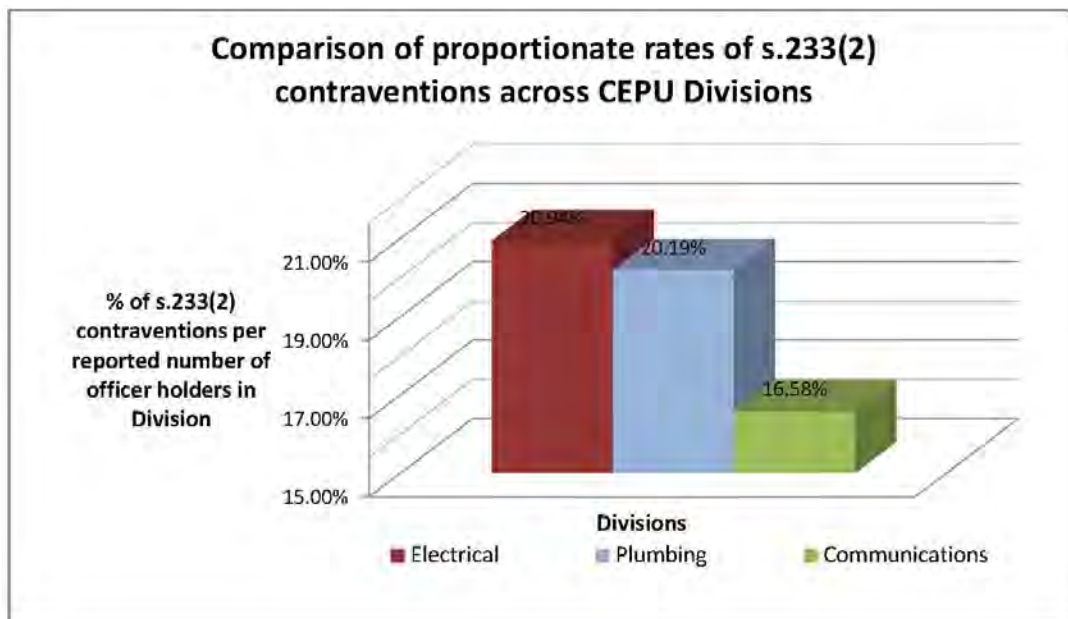
Review of potential contraventions

As I have foreshadowed in previous correspondence, a review of the CEPU's compliance with s 233(2) is being conducted by the ROC. A **preliminary outcome** of the review appears to

reveal that between 1 July 2015 and 31 May 2017, approximately 107 potential contraventions of s 233(2) of the Act may have been identified.

I note with interest in your 16 May 2017 correspondence that you propose to audit the Plumbing Division of the CEPU for compliance with s 233(2). I provide Table 1. below for your information which refers to a percentage of potential s 233(2) contraventions per reported number of office holders in each Division. The purpose of providing this preliminary data is to assist you in determining whether the proposed limited scope of your audit is appropriate.

Table 1.



The number of potential contraventions which form the basis of the graph at Table 1. Is provided below in Table 2.

Table 2.

	Electrical Division	Plumbing Division	Communications Division
Number of s.233(2) contraventions	53	21	33
Number of offices in Division (as reported in AR2016/148)	253	104	199
Potential contraventions as a % of offices in Division	20.94%	20.19%	16.58%

Having regard to what appears to be a very extensive and ongoing trend of non-compliance with a statutory obligation, in the context of extensive advice provided on many occasions about the potential implications of contravening a civil penalty provision, I advise that it is anticipated that the review of CEPU compliance with s 233(2) is expected to be completed in the next few weeks and at that time, I will provide further advice concerning what, if any action, the ROC proposes to take.

I would like to make it clear that the options of commencing a formal inquiry under s 330 or a formal investigation under s 331 will be carefully considered.

For an abundance of clarity and aside from its routine statutory obligations, the CEPU is not being requested to provide any response to this letter although it is hoped the data might assist as I indicate above.

Should you have any questions in the meantime, I can be contacted on (03) 9603 0711 or via chris.enright@roc.gov.au.

Yours sincerely



Chris Enright
Delegate of the Commissioner
Registered Organisations Commission

MOLONEY, Carolyn

From: MOLONEY, Carolyn
Sent: Wednesday, 26 April 2017 12:13 PM
To: [REDACTED]; Annette Moran [REDACTED]
Subject: Annual returns AR2016/148 and AR2017/58

Good afternoon,

Please be advised that on 1 May 2017 the Registered Organisations Commission (ROC) commences and some functions of the Fair Work Commission will be transferred to the ROC.

The annual return matters of the CEPU in AR2016/148 and AR2017/58, which are currently before the Fair Work Commission's Regulatory Compliance Branch, will be transferring to the ROC.

I will remain the action officer, and from 1 May 2017 I can be contacted at the ROC via email regorgs@roc.gov.au. This address will not be active until 1 May 2017. Please do not send anything to this email address until on or after 1 May 2017, as it will not be active. If you need to contact me prior to 1 May 2017, please use the contact details below, or email orgs@fwc.gov.au.

Kind regards,

CAROLYN MOLONEY
Regulatory Compliance Branch

Fair Work Commission
Tel: 02 9308 1972
Fax: 02 9380 6990
carolyn.moloney@fwc.gov.au

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Electrical Trades Union of Australia

Proud to be Union

13 April 2017

Mr Chris Enright

Director – Regulatory Compliance Branch Fair Work Commission

GPO Box 1994, Melbourne

VIC 3001

By email: chris.enright@fwc.gov.au

Dear Mr Enright,

Re: CEPU – AR2016/148 - Reporting of Membership Numbers

I refer to the above, to your correspondence of 16 March, and to the response of Mr Allen Hicks of 31 March. I enclose for your attention:

1. resolution of National Council, passed on 11 April 2017.

For your information, Mr Hicks is presently on leave. Due to my knowledge of some of the background to this matter, Mr Hicks requested that I write to you in furtherance of his previous correspondence.

As foreshadowed the National Council met on 11 April and considered your correspondence, in particular your request for a further audit to be conducted. Following discussion, National Council passed the enclosed resolution.

As you will note, the resolution adopts your proposed terms of reference in full save for two exceptions, namely:

- a. that as the CEPU does not maintain a central register of members¹, items 1(a) and (c) are not able to be audited; and
- b. that as the CEPU has already conducted audits of Branch membership figures as at 31 December for the years 2013 to 2016², it is unnecessary to “re-audit” these figures for the purposes of 1(d)(iv) through (vii).

You will also note that, so as to expedite the process, each Division has been tasked with facilitating its own audit. I understand that the audit of the Electrical, Energy and Services Division will be carried out by MGI SQ.

Please do not hesitate to contact me if I can be of assistance to the Commission.

Yours faithfully,



Michael Wright
National Legal Officer
CEPU-EESD

¹ with the register instead being kept and maintained by the respective Branches in accordance with s234(2) of the *FW(RO) Act 2009*

² with the years 2013 to 2015 having formed part of the audit by Stannards Australia, and the year 2016 having been audited by each Branch’s respective audit firm (in compliance with Section A Rule 35.2)

National Council notes:

- A. the correspondence from Mr Chris Enright of 16 March 2017;
- B. the audit report of Stannards Australia; and
- C. the report of Michael Wright.

National Council hereby resolves that:

1. each Division shall cause to be conducted a further audit in respect of its reporting units on the terms, save as noted below, defined at Annexure E to Mr Enright's correspondence;
2. the abovementioned audit exclude from consideration:
 - a. points 1(a) and (c), as the CEPU does not maintain a central register of members; and
 - b. points 1(d)(iv) through (vii), with these figures having previously been audited;
3. the National Secretary shall cause for an audit guidance note to be provided to each auditor to ensure consistency across Divisions;
4. each Division shall appoint an auditor of its choosing for conducting the audit, and the costs of such audit to be met by each Division;
5. carriage of each audit shall be vested in the Divisional Secretary of each Division;
6. each audit be conducted as a matter of urgency;
7. each officer and employee of the Union, including of Divisions and Branches, comply with all requests necessary to facilitate the above audit; and
8. the National Secretary is authorised to take all steps necessary to ensure and enforce compliance with this resolution.



5 April 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information
Postal, Plumbing and Allied Services Union of Australia (CEPU)
Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018
(by email)

Cc: Michael Wright

Dear Mr Hicks,

Reporting of CEPU Membership Figures - AR2016/148

I acknowledge your correspondence dated 31 March 2017, being a response to my concerns regarding the inadequacy of the recent audit of CEPU membership figures by Stannards Accountants and Advisers.

I appreciate your confirmation that you will advise about the decision of the National Council in relation to the conduct of a further audit of CEPU membership figures.

In accordance with the Fair Work Commission's usual practice, the audit of CEPU membership figures and the correspondence relevant to the 2016 annual return of information for the CEPU (AR2016/148) will be published for transparency purposes on the Commission's website.

Yours sincerely,

Chris Enright
Director
Regulatory Compliance Branch

Level 10, Terrace Tower
80 William Street
East Sydney NSW 2011

Telephone: (02) 9308 1970
Email : orgs@fwc.gov.au
Internet : www.fwc.gov.au

31 March 2017

Mr Chris Enright
Director – Regulatory Compliance Branch
Fair Work Commission
GPO Box 1994, Melbourne
VIC 3001

By email: orgs@fwc.gov.au

Dear Mr Enright,

CEPU – AR2016/148 - Reporting of Membership Numbers

I refer to the above and to your correspondence of 16 March 2017. In particular, I refer to your request for a further audit of the CEPU's membership reporting.

Following consideration of your correspondence, the National Executive Officers have determined to convene a special meeting of the National Council, to be held on 11 April 2017, at which the National Executive Officers will recommend to National Council that a further audit be conducted. I confirm that I will advise you of the outcome of this meeting.

Please do not hesitate to contact me should you wish to discuss this matter.

Yours faithfully



Allen Hicks
National Secretary

Cc Greg Rayner

[Redacted]

Shane Murphy

[Redacted]

Earl Setches

[Redacted]



NATIONAL OFFICE

Greg Rayner
National President

Allen Hicks
National Secretary

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27 March 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
(by email)

CC: David McKinley – NSW Divisional Branch Secretary

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) under s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
15/03/2017	NSW (Electrical) Divisional Branch	State Councillor (Supply Authorities Section)

Please note that the RO Act requires that a notification of change must be lodged within 35 days of the change occurring. The notification indicates that change occurred more than 35 days prior to its lodgement. Please ensure that future notifications of change are lodged within 35 days of the change occurring.

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,

Carolyn Moloney - Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

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16 March 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
PO Box 380
Rosebery NSW 2018

By email: [REDACTED]

Dear Mr Hicks,

CEPU Membership figures

Fair Work (Registered Organisations) Act 2009 – AR2016/148

I refer to previous correspondence regarding inconsistencies in the membership figures kept by the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU) under the *Fair Work (Registered Organisations) Act 2009* (RO Act).

The most recent correspondence consisted of a letter from Mr Michael Wright, CEPU National Legal Officer, dated 11 November 2016 which included a copy of a letter from Mr Greg Harrison of Harrison & Associates to the CEPU dated 7 November 2016 regarding the membership figures. Mr Harrison's letter also referred to and included a copy of an 'independent audit' of the membership figures by Mr Michael Shulman of Stannards Accountants and Advisors (Stannards Audit) dated 19 October 2016.

Mr Wright's letter also advised that 'amending documentation' would be lodged to correct a number of errors in the CEPU's membership figures but there does not appear to be a record of any subsequent correspondence to date.

1. Overview

I have reviewed the membership figures the CEPU has lodged in statutory returns since 2009.

That review indicates there has been a discrepancy of 10,100 members, on average, each year since 2009 in the statutory returns. This is demonstrated by:

- Annexure A which collates all of the membership figures the organisation has lodged in annual returns and financial reports from 2009 to 2015
- Annexure B which graphs the inconsistencies in the membership figures over that period.

I have also reviewed the material lodged in November 2016 and it is apparent to me that the material does not sufficiently address or explain the above discrepancies, either to members of the CEPU, the FWC as the appropriate regulator or the broader community. I have particular reservations about the scope and conduct of the membership audit which I will refer to below.

In addition, while I did not include a reference to it in my earlier correspondence, it seems to me that it would have been prudent and appropriate for the response to have taken into account

issues raised in a publicly available media report dated 28 March 2016 which I have attached at Annexure D regarding the alleged inflation of membership figures by the CEPU. In my view the audit represented a timely and valuable opportunity for the CEPU to address that publicly aired reputational issue.

Accordingly, you are requested to provide further information by 31 March 2017. Any decision to commence an inquiry or investigation into these matters will occur after that.

Further details are provided below.

2. Scope of the Audit

Based on previous correspondence it was my understanding that the membership audit that the CEPU had commissioned would cover:

- from 2009 to 2015 (seven years)
- membership figures in both financial reports and annual returns

For example, on 27 April 2016 I sought submissions regarding *'[w]hat action the CEPU proposes to take to satisfy the FWC about the integrity of the historical membership data referred to in Table 1'*. The data in Table 1 of that letter expressly covered 2009 to 2015 as follows:

CEPU	2009	2010	2011	2012	2013	2014	2015
AR ¹	106,992	106,298	108,666	113,833	112,049	113,387	????
FR ²	127,369	121,365	115,000	110,000	110,000	98,383	113,387

On 10 May 2016 you provided correspondence that relevantly stated:

I refer to ... your correspondence of 27 April 2016 ... In light of the issues raised by you, the National Executive Officers of the CEPU have resolved to engage Mr Greg Harrison to conduct an independent review of membership information disclosed in previous financial returns and annual returns of the Union ... [which will involve] a review of ... [the CEPU's] historical compliance ...

However, the scope of the Stannards Audit only covers:

- from 2013 to 2015 (three years)
- annual reports in some detail
- financial reports in an apparently more limited sense as discussed below

Accordingly, the scope of the audit appears to cover only half of the relevant time and half of the relevant information that was required.

3. Results of the Audit

The Stannards Audit report was set out in the form of a letter to the CEPU dated 19 October 2016. The report presented the audit results in three tables that considered the following data:³

- national membership figures as at the 'Annual Reporting Date – 31 December' from 2013 to 2015 (three figures)
- national membership figures as at the 'Annual Accounts Date – 31 March' from 2013 to 2015 (three figures)

¹ Annual Returns – with membership figures as at 31 December each year.

² Financial Reports – with membership figures as at the end of the CEPU financial year (usually 31 March).

³ The two tables of national membership figures were included in the body of the Stannards Audit. The table of branch membership figures in annual returns was provided at Appendix 2 of the Stannards Audit.

- branch membership figures lodged in ‘Annual Return[s]’ from 2013 to 2015 (54 figures for 18 branches).

The report also suggests that Stannards audited membership figures lodged in branch *financial reports* from 2013 to 2015 (54 figures for 18 branches) as discussed further below. However no table of such data was included in the Stannards Audit report.

In relation to each membership figure that was audited, the original figure was stated, then the audited figure⁴ and then the ‘variance’ between those two figures (if any). For example, the table of national membership figures relating to annual returns stated:

[CEPU] Annual Reporting Date [for Annual Returns] – 31 December

	2013	2014	2015
<i>Reported [for the whole of the CEPU]</i>	112,049	113,387	105,581
<i>Audited [for the whole of the CEPU]</i>	114,066	114,063	107,363
<i>Variance [for the whole of the CEPU]</i>	2,017	676	1,782

The audit then discussed the variances as follows:

Based upon our audit procedures ... there are variances between ‘reported’ and ‘audited’ membership numbers...We believe that the variances have occurred given a misunderstanding of Section 172 ... rather than being reckless in nature...

Accordingly, the reason asserted in the Stannards Audit for the discrepancies it had identified in the membership figures was a purported misunderstanding by CEPU officials regarding s172 of the RO Act (which requires an organisation to remove from the register members who have been unfinancial for 24 months).

I have considered this assertion but I am not persuaded by it. For example, the largest variance in the national membership figures from 2013 to 2015 is the figure underlined below:

- 110,000 - at 31 March 2013 (Financial Report)⁵
- 112,049 - at 31 December 2013 (Annual Return)⁶
- 98,383 - at 31 March 2014 (Financial Report)
- 113,387 - at 31 December 2014 (Annual Return)
- 113,387 - at 31 March 2015 (Financial Report)

There were no documents or other materials provided to support the assertion that the underlined figure was the result of any misunderstanding regarding s172. On one interpretation most favourable to the CEPU, it is possible that the underlined figure was included in the National Office’s financial report in error (assuming the other four figures are correct). The difficulty which undermines the reporting capability of the CEPU however, is that there is an aspect of unreliability about all of the membership figures provided in the National Office’s financial reports from 2009 to 2015, as discussed further below.

To accept the assertion in the Stannards Audit that significant discrepancies in CEPU membership figures were caused by a misunderstanding of s172, requires an assumption, for example, that about 13,000 members were purged from the register by accident in early 2014 and then, re-added later in 2014. Such an assumption is, in my view, improbable and would raise questions regarding the organisation’s ability to keep its register under s230 of the RO Act.

⁴ Meaning ‘audited’ during the membership audit.

⁵ Refer s254(2)(f) and regulation 159(a) of the *Fair Work (Registered Organisations) Regulations 2009*.

⁶ Refer s233(1) and regulation 147(f).

Accordingly, I find the assertion that all of the variances identified in the Stannards Audit can be genuinely attributed to a misunderstanding of s172 unpersuasive and I note that no documentation regarding any variance was provided in the Stannards Audit (apart from the amount of each such variance).

Given that the membership audit was performed by Stannards, it has not been necessary to discuss in detail Mr Harrison's letter dated 7 November 2016, as it did not purport to provide material additional to the Stannards Audit. However, two points in the Harrison letter are noted. First, the letter expressed the view that:

...[the] bulk of the variances arose from a misunderstanding [by] ... some branches of s.254(2)(f) ... and regulation 159 ... Namely that some branches have incorrectly interpreted their reporting obligations to mean that only financial members should be reported rather than total members

This view is at odds with the opinion expressed in the Stannards Audit that the variances were due to a misunderstanding of s172. Second, the letter stated that the membership figure in the CEPU's national financial report for 2015 (113,387) was incorrect as it inadvertently included the figure from the 2015 annual return.

4. Limited scope of the Stannards Audit

In some ways the above analysis of the Stannards Audit is of limited utility because a primary task involved in an audit of the CEPU membership figures required analysis of the discrepancy *between* membership figures lodged in annual returns and financial returns. That is where there has been an average discrepancy of more than 10,000 members each year since 2009.

On the information available to me, the Stannards Audit did not perform that task.

I have collated all of the membership data from financial reports and annual returns for the seven years from 2009 to 2015 (refer Annexure A). This information indicates:

- there have been significant discrepancies in the membership figures for the Plumbing Division since 2010;
- the membership figures in financial reports for the National Office have been substantially different from other membership figures in most years.

The Stannards Audit did not identify either of these readily apparent issues which I will now discuss in further detail.

5. Membership figures in the Plumbing Division

The major discrepancies in the Plumbing Division have been in the Victorian Branch and the National Office – for example:

- there was a discrepancy of 3,388 members, on average, each year in the Victorian Branch from 2010 to 2015 in the membership figures lodged in financial reports and annual returns;⁷
- there was a discrepancy of 5,208 members, on average, each year in the National Office from 2010 to 2015 in the membership figures lodged in financial reports and annual returns.

An excerpt from the table at Annexure A shows the following:

⁷ This includes a figure of 6,169 for the Victorian Branch as at 31 March 2015 as discussed at Note 9.

Plumbing Division Membership figures	2013		2014		2015	
	at 31/3/13 (Financial Reports) ⁸	at 31/12/13 (Annual Returns)	at 31/3/14 (Financial Reports)	at 31/12/14 (Annual Returns)	at 31/3/15 (Financial Reports)	at 31/12/15 (Annual Returns)
Victorian Branch	7,406	11,557	7,278	11,681	6,169 (or 11,908?) ⁹	9,699
NSW Branch	1,707	2,085	1,734	3,283	2,050	3,227
Qld Branch	2,336	3,432	3,083	3,999	2,808	4,143
National Office	11,587	17,074	12,742	19,634	11,440	17,719

In fact, there has been a persistent trend in the Plumbing Division for the membership figures in annual returns to be higher than the figures in financial reports as follows:

- National Office – annual return figures were 30% higher on average from 2010 to 2015
- Victorian Branch - annual return figures were 32% higher on average from 2010 to 2015¹⁰
- NSW Branch - annual return figures were 40% higher on average from 2010 to 2015
- Qld Branch - annual return figures were 30% higher on average from 2012 to 2015

A graph of the abovementioned discrepancies is provided at Annexure C.

6. Could the Stannards Audit have identified issues in the Plumbing Division?

In order to understand whether the Stannards Audit could have identified the significant discrepancies in the Plumbing Division's figures I have reviewed the Stannards Audit report to determine whether those discrepancies (between the membership figures in annual returns and financial reports) fell within its, albeit limited, scope. I am satisfied that they did fall within its scope – at least for the period 2013 to 2015 as demonstrated below.

On behalf of Stannards, Mr Shulman's letter to the CEPU of 19 October 2016 stated (emphasis added):

1.0 Background ... Mr Enright has inferred there may be potential misstatement of 'membership numbers' reported by the CEPU as set out in his letter of 27 April 2016 ... As agreed in June 2016, in responsibility [sic] to Mr Enright, a full audit of the membership numbers of CEPU (all branches) has been undertaken by Stannards ... as at the following dates:-

⁸ All Branches in the Plumbing Division have a financial year ending 31 March except the National Office, which has a financial year ending 30 June.

⁹ The Victorian Branch's financial report for 2015 stated there were 6,169 members as at 31 March 2015. However the Branch's financial report for 2016 stated there were 11,908 members as at 31 March 2015 although it did not expressly state that this was a correction to the 6,169 figure previously lodged. If it was intended to be a correction then this leads to the apparently anomalous situation where the Victorian Branch has disclosed in its financial report more members as at 31 March 2015 (11,908) than the Plumbing Division's National Office disclosed in its financial report for the whole Division as at 30 June 2015 (11,440). Given that the 6,169 figure was formally lodged in the Branch's financial report for 2015 pursuant to s254(2)(f) and regulation 159(a) that figure is taken to be the figure lodged to comply with the statutory requirements for 2015 until the CEPU provides a corrected figure together with a full explanation as to how the abovementioned discrepancies occurred. Note: the Branch's financial report for 2015 stated: 'As at 31 March 2015, the number of members ... recorded in the register of members was 6,169 (2014: 7,278)'. By contrast, the Branch's financial report for 2016 stated: 'As at 31 March 2016, the number of members ... recorded in the register of members was 11,814 (2015: 11,908)'.

¹⁰ Ibid, Note 7.

<u>Annual Return Date</u>	<u>Annual Accounts Date</u> ¹¹
31 December 2013	31 March 2013
31 December 2014	31 March 2014
31 December 2015	31 March 2015

...2.0 Audit Procedures ... during our audit procedures we have: - held discussions with each CEPU branch as to the manner in which they maintain their members' registers ... reviewed the membership registers of each branch (for unusual entries) ... [and] on the basis of these procedures, ascertained whether the membership numbers reported by each branch and ultimately the CEPU, at the specified reporting dates in Section 1 of this report [1.0 Background] are accurate

Had it been conducted more effectively for the period 2013 to 2015, the audit would have:

- identified:
 - an average discrepancy of 4,028 members each year between the membership figures lodged in financial reports and annual returns from 2013 to 2015 relating to the Plumbing Division's Victorian Branch;¹²
 - an average discrepancy of 1,115 members each year between the membership figures in financial reports and annual returns from 2013 to 2015 for the Plumbing Division's Queensland Branch and an average discrepancy in the Plumbing Division's NSW Branch of 1,034 members each year from 2013 to 2015.¹³
- included in Section 3 of the report (*Results of Review*) information regarding the specific discrepancies in the Plumbing Division;
- included in Section 4 (*Recommendation Arising from our Audit*) recommendations regarding how to remedy the specific discrepancies in the Plumbing Division.

The Stannards Audit report did not do any of those things and this appears to indicate that there were deficiencies in not only the scope but also the conduct of the audit.

7. National membership figures

There has also been a discrepancy of 10,100 members, on average, each year since 2009 between the membership figures lodged in financial reports and annual returns by the CEPU's National Office. This constitutes a total discrepancy of 70,702 members across the period as follows:

CEPU National:	2009	2010	2011	2012	2013	2014	2015
Annual Returns	107,002	106,298	108,666	113,833	112,049	113,387	105,339
Financial Reports	127,369	121,365	115,000	110,000	110,000	98,383	113,387
Discrepancy (70,702)	20,367	15,067	6,334	3,833	2,049	15,004	8,048 ¹⁴

¹¹ Financial years end on 31 March with the exception of the Electrical Division (31 December) and the Plumbing Division's National Office (30 June). Given that the Stannards Audit refers to a 'full audit of the membership numbers of CEPU (all branches)' it appears that the audit covered all branches (in relation to their respective financial years) and thus the reference to only '31 March' in their table is erroneous.

¹² Ibid, note 7.

¹³ Appendix 2 of the Stannards Audit identified variances in membership figures lodged in *annual returns* relating to the Plumbing Division from 2013 to 2015 as follows: Victorian Branch: 167 (2013), 1 (2014), 0 (2015), NSW Branch: 944 (2013), 179 (2014), 6 (2015), Qld Branch: 0 (2013), 0 (2014), 0 (2015), WA Branch: 0 (2013), 0 (2014), 0 (2015).

¹⁴ The CEPU has provided three different membership figures as at 31 March 2015 in relation to its national Financial Reports. The national Financial Report for year ending 31 March 2015 stated that the

As indicated above, I have concluded in relation to Stannards' approach to the Plumbing Division that:

- the discrepancy *between* membership figures in annual returns and financial reports fell within its scope for the period 2013 to 2015;
- the audit did not identify the relevant discrepancies during that period;¹⁵ and therefore
- there were deficiencies in not only the scope but also the conduct of the audit.

It seems to me that the same conclusions apply in relation to the absence of an identification of discrepancies *between* national membership figures lodged in financial reports and annual returns from 2013 to 2015.

As I have indicated, I do not accept the audit assertion that the discrepancies in the CEPU's membership records '*occurred [due to] ... a misunderstanding of Section 172 ... rather than being reckless*'. In my view an average discrepancy of more than 10,000 members, each year, for seven years does not exclude the potential for recklessness as a causal or contributing factor given:

- the apparent use of estimates in financial reports (110,000 and 115,000);
- the appearance of aberrant figures in a series (127,369 in 2009 and 98,383 in 2014) even assuming – and this is not conceded – that the other figures in the series are correct.

8. Allegations regarding the Plumbing Division

I have referred earlier to a media article published in *The Sydney Morning Herald* on 28 March 2016 entitled '*Bill Shorten ally Plumbers Union boss Earl Setches in Labor numbers rort*' (refer Annexure D). This article states:

... the Plumbers Union [Victorian Branch], led by Shorten ally Earl Setches, has for each of the past eight years claimed many more members to Labor than its official figures show, in one year nearly double.....this year the Plumbers Union claims 11,207 members to the ALP when they only have 6169, according to the union's audited Fair Work Commission filings...The inflated membership numbers has allowed the Plumbers Union to claim more delegates at ALP [Victorian] state conferences than they were entitled to ... The plumbers currently have 13 delegates but their actual entitlement should be about six delegates

On the basis of the content of the article, I will assume that senior elected officials of the CEPU are aware of and have turned their minds to the allegation made in the article. The relevance of the article is discussed below.

number of members was 113,387 as at that date. However the national Financial Report for the subsequent year (2016) stated that the number of members as at 31 March 2015 was 107,344. The Stannards Audit then subsequently stated that the number of members as at 31 March 2015 was 109,169. Ms Joanne Fenwick, the Financial Reporting Specialist within the Regulatory Compliance Branch of the Fair Work Commission wrote to Mr Hicks on 16 November 2016 seeking clarification regarding these conflicting figures. No response appears to have been lodged as at the date of this letter. Accordingly, given that the 113,387 figure was formally lodged in the 2015 financial report pursuant to s254(2)(f) and regulation 159(a) that figure is taken to be the figure lodged to comply with the statutory requirements for 2015 until the CEPU provides a corrected figure together with a full explanation as to how the abovementioned discrepancies occurred.

¹⁵ The Stannards Audit identified variances in national membership figures lodged in *annual returns* from 2013 to 2015 as follows: 2,017 (2013), 676 (2014) and 1,782 (2015). The Stannards Audit also identified variances in national membership figures lodged in *financial reports* from 2013 to 2015 as follows: 5,218 (2013), 16,011 (2014) and 4,218 (2015).

9. Plumbing Division and the auditor

In his accompanying letter dated 7 November 2016, Mr Greg Harrison of Harrison & Associates referred to the conduct of an 'independent audit'. It is apparent however, that the 'independent' audit was conducted by a person who:

- has been the auditor of financial reports for the:
 - Victorian Branch of the CEPU Plumbing Division from 2010 to the present
 - National Office of the CEPU Plumbing Division from 2010 to the present
- conducted the Stannards Audit containing the deficiencies I have referred to above, including not identifying discrepancies in the membership figures in the above branches of the Plumbing Division.

While I recognise that the annual audit of financial reports that is conducted under s257 does not involve an audit of the membership figures in the Operating Report under s254, it was noteworthy that the audit did not detect deficiencies in relation to the above branches.

10. Assessment of the Stannards Audit

For the reasons I have referred to above, I have been unable to find sound reasons to accept the content and conclusions of the Stannards Audit.

11. Comments regarding the CEPU in the Fair Work Commission's Annual Report

The Fair Work Commission's Annual Report for 2016 stated that the Commission had '*concerns ... about membership data reported by the [CEPU]*'.

However, the Commission's Annual Report also stated (relying on the CEPU's previous assurances):

*Upon being advised of the Commission's concerns, the CEPU voluntarily implemented a range of compliance measures. The Commission continues to assess the implementation of those measures and associated risks...*¹⁶

The Annual Report contrasted the approach the Commission had taken in relation to the CEPU and the TWU regarding its concerns about membership figures:

*... the Commission determines each inquiry or investigation on its merits. For example, court action taken against the Transport Workers' Union of Australia (TWU) ... over its membership data contrasts with the Commission's response to concerns raised about membership data reported by the [CEPU]...*¹⁷

The above reference to the TWU concerns an investigation I recently completed under s331 of the RO Act, in my capacity as the Delegate of the General Manager of the Commission. As a result of that investigation, proceedings have been commenced in the Federal Court for penalties to be ordered against the TWU regarding, among other things:

- five contraventions of s231(1)
- more than 20,000 contraventions of s172(1).

¹⁶ Annual Report: Fair Work Commission 2015-16, page 92.

¹⁷ Ibid Note 16.

12. Consideration

I acknowledge the positive approach taken by the CEPU in arranging for the conduct of an audit and I have carefully considered the nature and scope of the audit and other steps taken by the CEPU. I have indicated above however that I was unable to find sound reasons to accept the content and conclusions of the Stannards Audit. In summary, the circumstances which have led me to that conclusion include the following:

- Notwithstanding advice from the CEPU's National Legal Officer in correspondence dated 11 November 2016 that '*amending documentation*' would be lodged to correct a number of errors in the CEPU's membership figures there does not appear to be a record of any such correspondence to date;
- I have particular reservations about the scope and conduct of the membership audit, including that it covered only half the relevant time, half the required information and on one level, was of limited utility because it did not address the primary and requisite task of analysing the discrepancies *between* membership figures lodged in annual returns and financial returns;
- By conducting my own review of the materials I noted that there has been a discrepancy of 10,100 members, on average, each year since 2009 in the statutory returns. More particularly, I noted significant average discrepancies in the Plumbing Division and its branches which did not appear to have been identified by the audit;
- It was apparent to me that the audit and other responding material did not sufficiently address or explain these discrepancies, either to members of the CEPU, the FWC as the appropriate regulator or the broader community;
- There does not appear to have been any action taken to address or respond to a media report dated 28 March 2016 regarding the alleged inflation of membership figures by the CEPU; and
- There were no documents or other materials provided (apart from the actual amount of variances) to support the assertion in the audit that the discrepancies it identified occurred as a result of a purported misunderstanding by CEPU officials regarding s172 of the RO Act (which requires an organisation to remove from the register members who have been unfinancial for 24 months).

In light of the above deficiencies in the membership audit, I am reconsidering the approach that the FWC has taken in relation to the CEPU and I am considering whether to move towards the approach taken in relation to the TWU (as discussed further above). Were I to reach a conclusion that the FWC should take an alternative approach, such as that taken in relation to the TWU, the matters that potentially fall within the scope of any inquiry or investigation might include:

- whether the organisation has:
 - kept and maintained its register of members as required by ss230(1) and 230(2);
 - made prescribed changes to the register of members within 28 days (s230(2));
 - removed from the register members who have been unfinancial for more than 24 months within the ensuing 12 months (s172(1));
 - kept a copy of its register as at it stood on 31 December for the previous seven years (s231(1));
 - kept a copy of its register as at it stood on the closing date of the roll of voters for any ballot in an election for the previous seven years (s231(2));

- whether the reporting units¹⁸ of the organisation have:
 - included correct membership figures in their Operating Reports prepared each financial year under s254(2)(f);
- whether the secretary of the organisation, or any other prescribed officer, has made a statement in a declaration under s233:
 - that the register had been kept and maintained as required by ss230(1)(a) and/or 230(2); and/or
 - regarding the number of members in the organisation;
 where the person knew, or was reckless as to whether, the statement was false or misleading;

In my consideration of whether to commence an inquiry or investigation I may also take into account the following matters:

- If the CEPU is unable to demonstrate the capability to keep its register of members correctly, this has the potential to undermine the credibility of its elections because an incorrect register is likely to lead to an incorrect roll of voters.
- While the process was entirely voluntary (and not a significant matter to take into account), I note that in 2015 the CEPU expressly declined to participate in a FWC commissioned survey of all federally registered employee organisations regarding the keeping of membership records. Based on the FWC's experience with many employee organisations who did voluntarily participate in the 2015 survey, I am confident that if the CEPU had not expressly declined to participate in that process, some of the present difficulties would likely have been earlier identified and potentially resolved.
- The CEPU has advised that it has:
 - created the position of a National Governance Officer; and
 - approved rule alterations which '*strengthen the powers of the National Secretary to ensure compliance with governance standards*'.¹⁹

13. Independent audit

I have considered the CEPU's response to date and I have also carefully considered other relevant issues such as, for example, the resource and cost implications of repeated audits to a membership based organisation. Having taken into account the relevant considerations, in my view, a further audit of the membership figures is necessary to:

- resolve the persistent discrepancies in the CEPU's membership figures; and
- address whether the organisation has:
 - kept and maintained its register of members as required by the RO Act;
 - kept a copy of its register as it stood on 31 December for the past seven years;
 - lodged accurate membership figures in its financial reports and annual returns.

In relation to how the audit should be conducted, the FWC's Compliance Policy states:

It is at the discretion of the General Manager [or her Delegate] to determine whether voluntary compliance should be sought and, if so, at what stage of the matter in question. Voluntary

¹⁸ Each branch of an organisation is taken to be a reporting unit in normal circumstances – refer s242.

¹⁹ Correspondence from Mr Wright dated 28 June 2016.

compliance may be sought or achieved as an alternative or precursor to an inquiry or investigation or during, or at the conclusion of, an inquiry or investigation.²⁰

Having regard to the above provision of the Compliance Policy, before making any decision to commence any inquiry or investigation into this matter, I am willing to provide the organisation with the opportunity to remedy the deficiencies in its membership audit.

Accordingly, it is my recommendation that:

- the CEPU commissions an independent audit of the membership records of the CEPU from 2010 to 2016 and:
 - the scope:
 - is provided to the FWC prior to the commencement of the audit;
 - includes the criteria listed at Annexure E; and
 - the scheduled completion date for the audit is on or before 30 June 2017.

I request your response to this matter by Friday 31 March 2017.

If you have any queries regarding the above please contact me via chris.enright@fwc.gov.au.

Yours sincerely,



Chris Enright
Delegate of the General Manager
Fair Work Commission

²⁰ FWC Compliance Policy at clause 8.2.

Annexure A - CEPU Membership figures lodged with FWC 2009 to 2015	2009		2010		2011		2012		2013		2014		2015	
	31/3/09 (Financial Report)*	31/12/09 (Annual Return)	31/3/10 (Financial Report)	31/12/10 (Annual Return)	31/3/11 (Financial Report)	31/12/11 (Annual Return)	31/3/12 (Financial Report)	31/12/12 (Annual Return)	31/3/13 (Financial Report)	31/12/13 (Annual Return)	31/3/14 (Financial Report)	31/12/14 (Annual Return)	31/3/15 (Financial Report)	31/12/15 (Annual Return)
PLUMBING														
Plumbing – Vic Branch	7,541	5,989	7,637	9,050	7,318	10,174	7,707	11,684	7,406	11,557	7,278	11,681	6,169 ***	9,699
Plumbing – Qld Branch	3,278	3,145	Not in FR	2,688	2,651	2,446	2,108	3,168	2,336	3,432	3,083	3,999	2,808	4,143
Plumbing - NSW Branch	1,554	2,106	1,849	3,393	2,111	3,413	2,046	3,533	1,707	2,085	1,734	3,283	2,050	3,227
Plumbing – WA Branch	No branch	No branch	No branch	No branch	No branch	No branch	No branch	No branch	No branch	No branch	647	671	413	650
Plumbing – ACT Branch	259	187	185	361	145	145	149	In NSW?	138	In NSW?	Br abolished	Br abolished	Br abolished	Br abolished
Plumbing – Tas Branch	0	200	0	0	Br abolished	Br abolished	Br abolished	Br abolished	Br abolished	Br abolished	Br abolished	Br abolished	Br abolished	Br abolished
Total for Plumbing Branches	12,632	11,627	?	15,492	12,225	16,178	12,010	18,385	11,587	17,074	12,742	19,634	11,440	17,719
Plumbing: total from Nat Office*	12,632	11,627	13,175	15,492	12,225	16,033	11,920	18,385	11,587	17,074	12,742	19,634	11,440	17,719
ELECTRICAL														
Electrical – Qld Branch*	13,341	14,543	13,720	11,527	14,705	12,283	15,198	15,198	15,822	16,195	16,750	17,535	16,904	15,858
Electrical – WA Branch*	6,988	6,988	7,126	5,778	7,536	7,536	8,000	8,000	7,916	7,916	7,268	7,268	7,610	7,674
Electrical – SA Branch *	3,562	3,562	4,109	4,141	3,211	3,927	3,918	3,889	4,120	4,093	3,982	4,113	4,003	4,021
Electrical – Tas Branch *	1,637	In Vic?	1,794	1,794	1,794	1,688	2,195	1,633	1,607	1,607	1,556	1,556	1,537	1,584
Electrical – NSW Branch*	21,251	21,251	21,750	21,750	22,321	22,321	21,978	21,973	22,045	22,055	21,808	21,821	18,180	18,180
Electrical – Vic Branch*	17,426	17,703	17,872	17,872	18,671	18,671	18,789	19,235	18,807	19,406	17,864	18,482	18,151	18,151
Total for Electrical branches*	64,205	64,047	66,371	62,862	68,238	66,426	70,078	69,928	70,317	71,272	69,228	70,775	66,385	65,468
Electrical: total from Nat Office*	64,000	65,747	65,000	62,862	65,000	66,426	70,078	69,928	69,344	71,272	70,775	70,775	65,468	65,468
COMMUNICATIONS														
Post/Telec - NSW Branch	10,558	10,291	9,878	8,872	8,808	8,374	8,380	8,450	8,486	8,412	8,398	8,309	8,421	8,030
Post/ Telec -Vic Branch	4,950	5,367	5,078	5,210	4,939	5,072	4,844	5,055	4,878	4,388	4,521	4,332	4,483	4,368
Telec/Serv - NSW Branch	1,747	1,652	1,627	1,573	1,541	1,443	1,415	1,335	1,331	1,140	1,236	1,008	1,134	981
Telec/Serv - Vic Branch	2,414	2,314	2,454	2,744	2,607	2,508	2,181	2,244	2,156	1,965	2,187	1,843	1,935	1,659
Communic – Qld Branch	4,439	4,674	4,687	4,732	4,621	4,413	4,369	4,203	4,152	3,764	3,936	3,610	3,722	3,386
Communic – WA Branch	2,017	2,079	2,006	1,899	1,818	1,858	1,866	1,853	1,862	1,762	1,821	1,722	1,787	1,705
Communic – SA Branch	2,170	2,500	2,080	2,214	2,044	1,901	1,888	1,818	2,024	1,761	1,945	1,651	1,751	1,544
Communic – Tas Branch	722	751	712	700	675	638	562	562	555	511	534	503	512	479
Total for Comms Branches	29,017	29,628	28,522	27,944	27,053	26,207	25,505	25,520	25,444	23,703	24,578	22,978	23,745	22,152
Comms – total from Nat Office	26,383	29,628	26,246	27,944	26,246	26,207	24,818	25,520	24,949	23,703	23,664	22,978	23,007	22,152
TOTALS														
Total for each branch	103,015	105,302	104,421	106,298	103,276	108,811	106,816	113,833	107,348	112,049	106,548	113,387	101,570	105,339
Total of Div Nat Offices	103,015	107,002	104,421	106,298	103,471	108,666	106,786	113,833	105,880	112,049	107,181	113,387	99,915	105,339
Total: Fed Annual Returns**	NA	107,002	NA	106,298	NA	108,666	NA	113,833	NA	112,049	NA	113,387	NA	105,339
Total: Fed Financial Reports	127,369	NA	121,365	NA	115,000	NA	110,000	NA	110,000	NA	98,383	NA	113,387	NA
CEPU - Stannards Audit	—	—	—	—	—	—	—	—	115,218	114,066	114,394	114,063	109,169	107,363

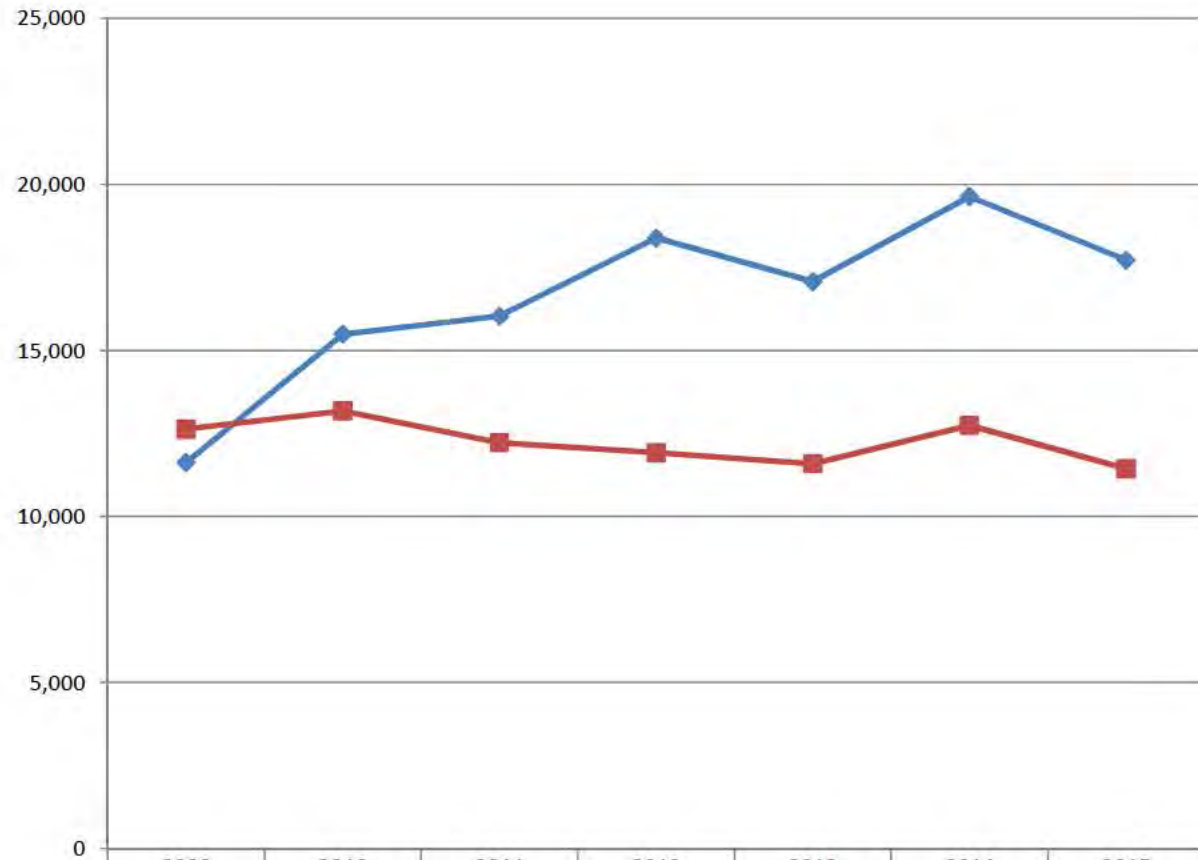
* All CEPU financial years end on 31 March except Electrical Division (31 Dec) and Plumbing Division National Office (30 June). ** Total of three Divisional totals provided in Federal annual returns. *** The subsequent financial report stated 11,908 as at 31 March 2015.

Annexure B - CEPU Membership Figures - 2009 to 2015



	2009	2010	2011	2012	2013	2014	2015
◆ Total from National Financial Reports	127,369	121,365	115,000	110,000	110,000	98,383	113,387
■ Total from National Annual Returns	107,002	106,298	108,666	113,833	112,049	113,387	105,339
▲ Stannards Audit - Financial Reports					115,218	114,394	109,169
✕ Stannards Audit - Annual Returns					114,066	114,063	107,363

Annexure C - CEPU Plumbing Division - Membership figures - 2009 to 2015



	2009	2010	2011	2012	2013	2014	2015
◆ Plumbing Division - Annual Returns	11,627	15,492	16,033	18,385	17,074	19,634	17,719
■ Plumbing Division - Financial Reports	12,632	13,175	12,225	11,920	11,587	12,742	11,440

Annexure D

Article published in the *Sydney Morning Herald* on 28 March 2016 entitled '*Bill Shorten ally Plumbers Union boss Earl Setches in Labor numbers rout*'

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Bill Shorten ally Plumbers Union boss Earl Setches in Labor numbers rort

Ben Schneiders and Royce Millar

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One of Bill Shorten's closest political allies has inflated his union's membership levels in an apparent bid to boost the union's clout in the ALP and prop up the opposition leader's dominant right faction.



Plumbers union boss Earl Setches and Victorian Premier Daniel Andrews.

A Fairfax investigation has found that the Plumbers Union, led by Shorten ally Earl Setches, has for each of the past eight years claimed many more members to Labor than its official figures show, in one year nearly double.

Mr Setches blamed the difference on a "clerical f--k-up" and denied his union had inflated its membership numbers to ALP for factional advantage. "No reason whatsoever, I would not give a f--k (about ALP numbers)," he said.

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The revelation comes at a difficult time for the opposition leader, with Prime Minister Malcolm Turnbull using union corruption as an election issue and threatening a double dissolution if the Senate fails to pass union-reforming laws.

Late last year Fairfax separately revealed that the Plumbers Union and Mr Setches were central to a Labor branch-stacking scam involving the use of anonymous gift cards to buy nearly 1000 ALP memberships.



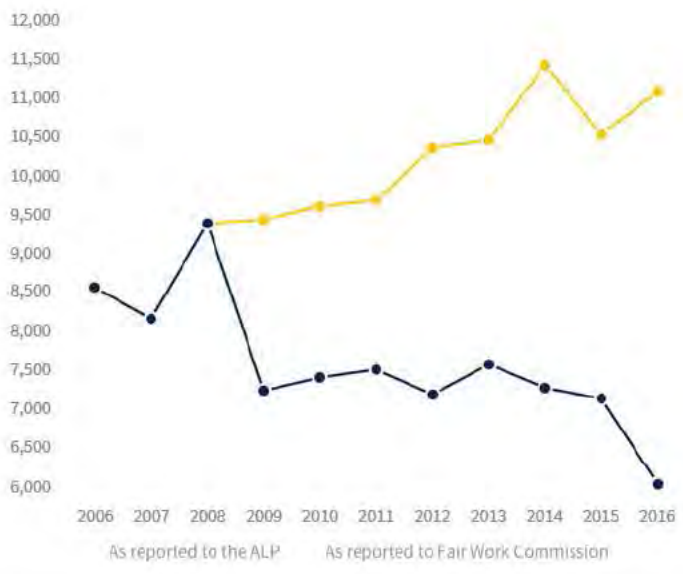
The union membership and branch-stacking scams highlight Mr Shorten's failure to act on the party reform he promised in 2014, with his own faction in his home state riddled with fraudulent conduct.

The inflated membership numbers has allowed the Plumbers Union to claim more delegates at ALP state conferences than they were entitled to, and has allowed the Shorten/Conroy bloc within the right to retain its dominant position.

This gives the beneficiaries of the inflated numbers more say in policy decisions and pre-selection of Labor parliamentary candidates.


Mr Setches said the union had different types of memberships, including for retirees and those out of work. But ALP rules state that only members who have paid dues between April and June can be counted.


Plumbers Union: members reported to ALP v Fair Work



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Fairfax Media can reveal that this year the Plumbers Union claims 11,207 members to the ALP when they only have 6169, according to the union's audited Fair Work Commission filings.

Mr Setches admitted the numbers should be the same and claimed the Fair Work figures could be too low.

Where membership figures lodged with the ALP indicate the union has grown nearly 30 per cent since 2006, the Fair Work figures show the reverse - a decline of almost 30 per cent in plumbers' members.

The discrepancies started in 2009 - around the time that Mr Setches switched his allegiance from the Labor left to join Mr Shorten's faction after the two apparently bonded while walking the Kokoda Track together.

The union appears to have accelerated the discrepancy in recent years.

A spokesman for Mr Shorten declined to comment directly but said. "This is a matter for the Victorian branch and it should be fully investigated."

Comment has been sought from ALP state secretary Noah Carroll.

Under Labor rules affiliated unions must have an independent audit of its paying members. The party then determines how many delegates each union is entitled to.

With the Labor right splintered into a string of sub-factions, every number counts among the 300 union delegates to state conference.

The plumbers currently have 13 delegates but their actual entitlement should be about six delegates. The separate branch-stacking scam allows them up to 11 delegates from Labor's wider branch membership.

One rival right faction source said if the Plumbers Union was an individual party member it would be expelled for "rorting the system to gain power".

The decline of union numbers in many blue collar industries has had a flow on effect in the ALP, challenging control by the party's right faction and affecting decades-long power balances.

In 2013, Fairfax Media revealed [extensive rorting by the Transport Workers Union](#) in NSW of its membership numbers. It had claimed more than 40,000 members when the real number was 17,800.

In 2011, Fairfax revealed [large discrepancies at the Australian Workers Union](#) which at the time had boasted rapid membership growth but most of the rise was in unpaid or "phantom" members.

Under scrutiny from the royal commission into union corruption, the Victorian AWU has since dramatically slashed the numbers it now claims on its books.

After the Fairfax branch-stacking revelations last year, Victorian Labor launched a review that was overseen by factional figures and which led to the expulsion of hundred of members.

But the findings deflected attention from the scam as they did not focus on the pervasive use of pre-paid cards. The difficulty in tracing who paid for them makes the cards ideal for branch stacking.

The issue was highly sensitive as the gift cards were largely used by allies of Mr Shorten and Mr Conroy. Mr Setches' own ALP membership was even bought using an Australia Post gift card.

A key figure in the scam, Lebanese numbers man David Asmar, fled to Lebanon when the royal commission wanted to question him late last year.

He recently returned to Australia and has re-emerged as a candidate for Labor internal elections.

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Annexure E

CEPU - Audit of membership figures (2010 to 2016)

The criteria for an audit of the membership records of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU) under the *Fair Work (Registered Organisations) Act 2009* (RO Act) would include the following matters.¹

Each item is to be answered separately (and if the answer to any item is 'no' or 'not known' the reason(s) for any such answer is to be provided).

1. Register of Members and Annual Returns²

- a) Has the CEPU kept a copy of its register of members as it stood on the following dates for the whole of the organisation as required by s231(1) of the RO Act:
 - i. 31 December 2010
 - ii. 31 December 2011
 - iii. 31 December 2012
 - iv. 31 December 2013
 - v. 31 December 2014
 - vi. 31 December 2015
 - vii. 31 December 2016

- b) Have each of the branches of the CEPU kept a copy of their part of the register of members as it stood on the following dates under s231(1) and/or s234 (this requires a separate answer for each branch):³
 - i. 31 December 2010
 - ii. 31 December 2011
 - iii. 31 December 2012
 - iv. 31 December 2013
 - v. 31 December 2014
 - vi. 31 December 2015
 - vii. 31 December 2016

- c) What is the number of members on the organisation's register of members (for the whole organisation) as it stood on:⁴

¹ Relevant statutory provisions include ss171, 171A, 172, 174, 230, 231, 232, 233, 234, 242 and 254 of the RO Act and regulations 147(f), 148, 149, 150 and 159(a) of the *Fair Work (Registered Organisations) Regulations 2009* (RO Regulations).

² An organisation is required to lodge an Annual Return each year under s233(1).

³ A register that pertains to a branch may be kept at the office of the branch – refer s234. Section 141(1)(b)(xii) of the RO Act also provides that '*The rules of an organisation ... must provide for ... the keeping of a register of the members, arranged, where there are branches, according to branches.*'

⁴ Refer s231(1)

- i. 31 December 2010
 - ii. 31 December 2011
 - iii. 31 December 2012
 - iv. 31 December 2013
 - v. 31 December 2014
 - vi. 31 December 2015
 - vii. 31 December 2016
- d) What is the number of members on the organisation's register of members for each part of the register (relating to a branch) as it stood on the following dates (provide a separate answer for each branch for each year):⁵
- i. 31 December 2010
 - ii. 31 December 2011
 - iii. 31 December 2012
 - iv. 31 December 2013
 - v. 31 December 2014
 - vi. 31 December 2015
 - vii. 31 December 2016

2. Register of Members and Financial Reports⁶

- a) What is the number of members in the CEPU as at the end of the financial year for the National Office for the following dates:
- i. 31 March 2010
 - ii. 31 March 2011
 - iii. 31 March 2012
 - iv. 31 March 2013
 - v. 31 March 2014
 - vi. 31 March 2015
 - vii. 31 March 2016
- b) What is the number of members in each reporting unit⁷ of the organisation as at the end of each of the following financial years (this requires a separate answer for each branch for each year) having regard to the fact that the financial year for each reporting unit in the organisation ends on 31 March with the exception of the

⁵ Refer s231(1) and *ibid* Note 3 above.

⁶ Each reporting unit of an organisation is required to prepare each year a Financial Report that is to include an Operating Report. The Operating Report must include the number of members in the reporting unit at the end of the financial year – refer s254(2)(f) and regulation 159(a).

⁷ Note: this also requires separate answers for each year for the National Offices of each Division of the CEPU as they also prepare separate Financial Reports.

branches in the Electrical Division (which end on 31 December) and the National Office for the Plumbing Division (which ends on 30 June):

- i. 2010
- ii. 2011
- iii. 2012
- iv. 2013
- v. 2014
- vi. 2015
- vii. 2016

3. Discrepancies between figures in Annual Returns and Financial Reports

a) What are the reasons for the discrepancies in the total number of CEPU members in National Office *Annual Returns* (lodged under s233(1) and 147(f)) and National Office *Financial Reports* (lodged under s254(2)(f) and regulation 159(a)) (as set out in the table entitled '*CEPU Membership figures lodged with FWC 2009 to 2015*' at Annexure A) in the following years:

- i. 2010
- ii. 2011
- iii. 2012
- iv. 2013
- v. 2014
- vi. 2015

b) What are the reasons for the discrepancies in the membership figures for each of the branches of the Plumbing Division in *Annual Returns* (lodged under s233(1) and 147(f)) and *Financial Reports* (lodged under s254(2)(f) and regulation 159(a)) for the following years (as set out in the table entitled '*CEPU Membership figures lodged with FWC 2009 to 2015*' at Annexure A) (this requires a separate answer for each branch for each year):

- i. 2010
- ii. 2011
- iii. 2012
- iv. 2013
- v. 2014
- vi. 2015

4. Register of Members – keep and maintain

a) Has the CEPU kept and maintained its register of members in accordance with s230(1) and 230(2)⁸ during the following years:⁹

- i. 2010

⁸ Refer also s18B of the RO Act in relation to the operation of s171A(1)(b).

⁹ Ibid Note 3.

- ii. 2011
- iii. 2012
- iv. 2013
- v. 2014
- vi. 2015
- vii. 2016

5. Purging of unfinancial members

- a) Has the organisation removed from its register of members all persons who have been unfinancial for more than 24 months within the next ensuing 12 months as required by s172(1):
 - i. as part of its regular practice;
 - ii. as at 31 December 2016.

6. Roll of voters

- a) In relation to an election in the Victorian Branch of the Plumbing Division in 2015 (E2015/95):
 - i. Has the organisation kept a copy of the part of the register of members, pertaining to that branch, as it stood on the closing date of the roll of voters for a ballot in that election as required by s231(2) of the RO Act and reg 148 of the RO Regulations;
 - ii. What was date that the abovementioned roll of voters closed;
 - iii. What was the number of members on that roll of voters.

Mr Chris Enright
Director – Regulatory & Compliance Branch
Fair Work Commission
C/- chris.enright@fwc.gov.au

Tuesday 14 March, 2017

Dear Mr Enright,

Attached you will find notification of a change to officers for the CEPU Electrical, Energy & Services Division, NSW Divisional Branch. This letter acts as an explanation to the late notification of this change.

Having recently being appointed to the position of Secretary (28 February, 2017) I became aware of a change to officers for the CEPU Electrical, Energy & Services Division, NSW Divisional Branch that was not notified within the required timeframe.

The advice provided to me and other officers of the union at the time of Mr Betts resignation was that Mr Betts had not and did not intend on resigning his position as CEPU State Councillor representing the Supply Authority Section.

After recently assuming the role of Secretary and reviewing paperwork relating to Mr Betts resignation it would appear that the earlier advice I was given was incorrect. Mr Betts had in fact indicated that he would resign his position as CEPU State Councillor representing the Supply Authority Section effective 1 September 2016. I was not advised of this resignation at the time of Mr Betts departure or immediately on becoming Secretary of the union.

Since becoming aware of this anomaly I have acted to notify the Fair Work Commission at the earliest possible opportunity, should you have any questions please do not hesitate to contact me.

Yours sincerely,



Dave McKinley
Secretary
CEPU Electrical, Energy & Services Division
NSW Divisional Branch



Electrical Trades Union of Australia
New South Wales Branch

Communications, Electrical,
Electronic, Energy, Information,
Postal, Plumbing and Allied
Services Union of Australia

Secretary

Dave McKinley

Sydney

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Sydney NSW 2000

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Fax 02 9267 4877

Newcastle

Suite 4B, Ground Floor
406-408 King St
Newcastle West NSW 2302

Ph 02 4968 2488

Fax 02 4968 3466

Canberra

25-27 Darling St,
Mitchell ACT 2911

Ph 02 9267 4844

Fax 02 6163 6667

ETU NSW & ACT FIGHTING FOR MEMBERS

Web www.etunsw.com.au Email etunsw@etunsw.com.au



NOTIFICATION OF CHANGES TO RECORDS

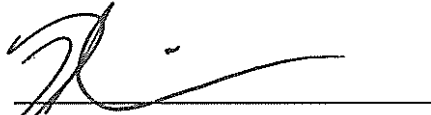
(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, David McKinley, being the Secretary of the Communications, Electrical, Electronic, Energy,
Information, Postal, Plumbing and Allied Services Union of Australia, Electrical, Energy & Services
Division, New South Wales Branch declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A change to an office and the name, postal address and occupation of the person holding that office is attached to this declaration at Annexure A and forms part of this declaration.

David McKinley



SECRETARY

Dated: 15 March 2017

ANNEXURE A

- Changes to Offices and Office Holders in the CEPU Electrical Energy & Services, Division, New South Wales Branch:

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
<i>NSW</i>	<i>01/09/2016</i>	<i>State Councillor (Supply Authorities Section)</i>	<i>Neville Betts</i>	<i>Vacant</i>	<i>NA</i>	<i>NA</i>



21 February 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
[REDACTED]

CC: Michael Wright; Troy Gray

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
07/02/2017	Victorian (Electrical, Energy and Services) Divisional Branch	Branch Assistant Secretary

Please note that the RO Act requires that a notification of change must be lodged within 35 days of the change occurring. The notification indicates that change occurred more than 35 days prior to lodgement of the notification. Please ensure that future notifications of change are lodged within 35 days of the change occurring.

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,

Carolyn Moloney - Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au



10 February 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
(by email)

CC: Graham Lorrain – Branch President (Communications Division – SA/NT Branch)

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to offices of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) under ss.230(1)(b) and 233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

The notification was in relation to the abolition of four vacant Branch Committee of Management offices from the Telecommunications and Information Technology Industry Section of the South Australian / Northern Territory Divisional Branch of the Communications Division.

Please note that ss.230(1)(b) and 233(2) of the RO Act, together with regulation 151 of the *Fair Work (Registered Organisations) Regulations 2009* require that such notifications of change must be lodged within 35 days of the change occurring. The notification indicates that the changes took effect on 21 September 2016 and the notification of the change was lodged on 6 January 2017. Please ensure that all future notifications of change are lodged within 35 days of the change occurring.

Thank you for the notification.

Yours sincerely,

Carolyn Moloney
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

7 February 2017

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers
80 William St
EAST SYDNEY NSW 2011

Via email: orgs@fwc.gov.au

Dear Mr Vale

**CEPU Change of Office Holders
Electrical Division – VIC Branch**

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing changes to the office holders. These changes as a result of the resignation of the Assistant Secretary of the Electrical Division - Victorian Branch.

Yours faithfully



Allen Hicks
National Secretary



NATIONAL OFFICE

Greg Rayner
National President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au

NOTIFICATION OF CHANGES TO RECORDS

(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. I annex hereto and mark "Annexure A" a correct statement of the changes made in respect of the CEPU Communications Division to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*, being:
 - a. a list of changes to offices and the names, postal addresses and occupations of persons holding those offices.

Allen Hicks



NATIONAL SECRETARY

Dated: 07 February 2017

ANNEXURE A

- Changes to Offices and Office Holders in the **CEPU Electrical Division**:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
Victoria	24 November 2016	Assistant Secretary	Wesley Hayes	Arron Harris	C/- Electrical Division Victorian Branch Level 1, 200 Arden Street, North Melbourne VIC 3051	Paid Union Official



7 February 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
[REDACTED]

CC: Steven Butler, NSW (Electrical) Divisional Branch Secretary

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) under s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
16 January 2017	Electrical, Energy and Services Division – NSW Divisional Branch	Delegate to Divisional Executive
16 January 2017	Electrical, Energy and Services Division – NSW Divisional Branch	State Councillors (3)

Please note that the RO Act requires that a notification of change must be lodged within 35 days of the change occurring. The notification indicates that one of the changes occurred more than 35 days prior to its lodgement. Please ensure that future notifications of change are lodged within 35 days of the change occurring.

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

Thank you for the notification.

Yours sincerely,

Carolyn Moloney
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au



20 January 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
(by email)

CC: Michael Wright; Annette Moran

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
22/12/2016	Electrical, Energy and Services Division – Tasmanian Divisional Branch	Divisional Branch State Councillor

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,

Carolyn Moloney - Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au



20 January 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
[REDACTED]

CC: Mr Michael Wright

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications Division of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
16/12/2016	Communications Division – NSW Postal and Telecommunications Divisional Branch	Branch Committee of Management Member

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,

Carolyn Moloney - Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

MOLONEY, Carolyn

From: Aaron Mckinnon [REDACTED]
Sent: Monday, 16 January 2017 3:57 PM
To: Orgs
Cc: Annette Moran
Subject: Notice of Changes Pursuant to Section 230 of Fair Work Act
Attachments: 17_01_16_s230_Notice_of_Changes_to_Records.pdf

To the Proper Officer,

Please find attached the Notice of Changes to Records of Officer holders of the CEPU, EES, NSW Divisional Branch.

Faithfully,

Aaron McKinnon

Legal Officer

Electrical Trades Union of Australia (NSW Branch)

Level 5, 370 Pitt Street Sydney, NSW, 2000

[REDACTED]

NOTIFICATION OF CHANGES TO RECORDS

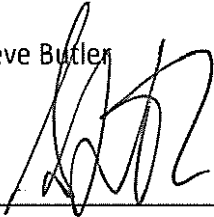
(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Steve Butler, being the Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, Electrical, Energy & Services Division, New South Wales Branch declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A change to an office and the name, postal address and occupation of the person holding that office is attached to this declaration at Annexure A and forms part of this declaration.

Steve Butler



SECRETARY

Dated: 16 January 2016

ANNEXURE A

- Changes to Offices and Office Holders in the CEPU Electrical Energy & Services, Division, New South Wales Branch:

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
NSW	22.12.2016	<i>Divisional Branch delegate to Divisional Executive</i>	<i>Vacant</i>	<i>David McKinley</i>	<i>C/O Level 5, 370 Pitt St, SYDNEY NSW 2000</i>	<i>Union Official</i>
NSW	14.12.2016	<i>State Councillor (Radio/TV Section)</i>	<i>Vacant</i>	<i>Joseph Von Bornemann</i>	<i>C/O Level 5, 370 Pitt St, SYDNEY NSW 2000</i>	<i>Radio Technician</i>
NSW	14.12.2016	<i>State Councillor (Supply Authorities Section)</i>	<i>Vacant</i>	<i>Anthony O'Sullivan</i>	<i>C/O Level 5, 370 Pitt St, SYDNEY NSW 2000</i>	<i>Electrical Fitter/Mechanic</i>
NSW	07.11.2016	<i>Stote Councillor (Radio/TV Section)</i>	<i>Ara Stambouljan</i>	<i>Vacant</i>	<i>C/O Level 5, 370 Pitt St, SYDNEY NSW 2000</i>	<i>Radio Technician</i>

MOLONEY, Carolyn

Subject: FW: CORRESPONDENCE ATTACHED
Attachments: 20170111_Orgs_FWC.pdf
Importance: High

From: Kathryn Bignell (ETU) [REDACTED]
Sent: Wednesday, 11 January 2017 4:05 PM
To: Orgs
Subject: CORRESPONDENCE ATTACHED
Importance: High

Please find attached correspondence for your attention.

Regards
Kathryn Bignell
Industrial Administration Officer
Electrical Trades Union (ETU)

P: [REDACTED]
F: [REDACTED]
E: [REDACTED]



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Electrical Trades Union of Employees Queensland Branch

O. 41 Peel Street South Brisbane Q 4101

P. PO Box 3520 South Brisbane Q 4101

T. 07. 3846 2477 | F. 07. 3844 9851

E. info@etu.org.au | W. www.etu.org.au | www.etuyes.com

Please address all correspondence to the Secretary: P. J. SIMPSON

ABN: 80 450 640 455

Organisations, Research and Advice
Fair Work Commission
Level 10, Terrace Tower
80 William Street
East Sydney NSW 2011

Via Email: orgs@fwc.gov.au

11 January 2017

Dear Sir or Madam

*Re: Queensland and Northern Territory Divisional Branch of the Electrical Energy and Services
Division of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and
Allied Services Union of Australia*

I am writing to advise that Mr Peter Simpson, Divisional Branch Secretary of the above mentioned Union, is currently on long term leave.

During his absence, I will be acting as Secretary in my role as Deputy Divisional Branch Secretary and will be responsible for the business of the Union.

All correspondence relating to the branch should be addressed to me at our mailing address or direct Email [REDACTED], or, in relation to industrial matters, to [REDACTED]

Should you have any questions in relation to this correspondence, please feel free to contact me on [REDACTED] or the email above.

Yours faithfully

Peter Ong
Deputy Divisional Branch Secretary

Gold Coast	O. 1/5 Executive Drive, Burleigh Heads		P. 1/5 Executive Drive, Burleigh Heads		T. 07. 5532 6903		F. 07. 5528 1689		E. goldcoast@etu.org.au
Sunshine Coast	O. 6/33 Bulcock St, Caloundra		P. PO Box 262 Caloundra Q 4551		T. 07. 5341 8927		F. 07. 5341 8953		E. sscoast@etu.org.au
Toowoomba	O. 19A Russell St, Toowoomba		P. PO Box 1593 Toowoomba BC Q 4350		T. 07. 4638 9313		F. 07. 4639 2810		E. toowoomba@etu.org.au
Gladstone	O. 1/11 Herbert Street, Gladstone		P. PO Box 848 Gladstone Q 4680		T. 07. 4972 8676		F. 07. 4972 5721		E. gladstone@etu.org.au
Rockhampton	O. 110 Campbell Street, Rockhampton		P. 110 Campbell Street, Rockhampton		T. 07. 4927 7587		F. 07. 4927 9180		E. rockhampton@etu.org.au
Mackay	O. 41 Brisbane Street, Mackay		P. PO Box 1854 Mackay Q 4740		T. 07. 4953 4799		F. 07. 4953 4899		E. mackay@etu.org.au
Townsville	O. 64 Ross River Road, Mundingburra		P. PO Box 5800 Townsville 4810		T. 07. 4728 2443		F. 07. 4728 2907		E. townsville@etu.org.au
Cairns	O. 25/25 Grafton Street, Cairns		P. PO Box 5222 Cairns Q 4870		T. 07. 4051 3472		F. 07. 4051 3502		E. cairns@etu.org.au

MOLONEY, Carolyn

Subject: FW: Att James Hall Senior Advisor Regulatory Compliance Branch
Attachments: 06012017115126-0001.pdf; AVG Certification.txt

-----Original Message-----

From: Graham Lorrain [REDACTED]
Sent: Friday, 6 January 2017 1:30 PM
To: Orgs
Subject: Att James Hall Senior Advisor Regulatory Compliance Branch

Afternoon,

Please find attached signed declaration.

Apologies for the delay.

Regards,

Graham Lorrain
Branch President
CWU SA/NT

Phone: [REDACTED]
Email: [REDACTED] [au](mailto:[REDACTED]@au)

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Graham Lorrain, being the officer of the Communications Workers Union SA/NT Branch, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
3. I wish to advise that at the Branch Committee of Management meeting held on 21st September 2016 a motion was moved, seconded and carried to abolish 4 vacant Branch Committee of Management positions in the Telecommunications & Information Technology Industry Section as per the rules of our division.

Signed:

G Lorrain Branch President

Dated: 5th January 2017

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to orgs@fwc.gov.au.]



3 January 2017

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
[REDACTED]

CC: Mr John Adley

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
09/12/2016	Queensland Branch	State Councillors (3)
09/12/2016	Queensland Branch	Divisional Branch Executive Member
09/12/2016	Queensland Branch	Alternate Divisional Branch Executive Member
09/12/2016	Queensland Branch	Committee of Management Member
09/12/2016	South Australian Branch	State Councillor

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

Thank you for the notification.

Yours sincerely,

Carolyn Moloney
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

MOLONEY, Carolyn

Subject: FW: CEPU - Notice of Change to Office Holder
Attachments: 161222 Ltr fr AH to FWC_Change to office holders_ED TAS Br.pdf; TAS Br Declaration Changes to Office Holders_3.pdf

From: Annette Moran [REDACTED]
Sent: Thursday, 22 December 2016 6:10 PM
To: Orgs
Cc: Allen Hicks; Yolla Abousleiman; Ken Mayes; Trevor Gauld
Subject: CEPU - Notice of Change to Office Holder

Please find attached a notice from the CEPU advising of a change to office holders.

Kind regards, Annette

Annette Moran
Governance & Compliance Officer

Please note: I work Mondays to Thursdays – if you require assistance on a Friday please contact the office.



The information contained in the e-mail is intended only for the use of the person(s) to whom it is addressed and may be confidential or contain legally privileged information. If you are not the intended recipient you are notified that any perusal, use, distribution, copying or disclosure is strictly prohibited. If you have received this e-mail in error please immediately advise us by return e-mail and delete the e-mail document without making a copy.

The Electrical Trades Union has virus scanning devices on our system but in no way do we represent that this communication (including any files attached) is free from computer viruses or other faults or defects. We will not be held liable to you or to any other person for loss and damage (including direct, consequential or economic loss or damage) however caused and whether by negligence or otherwise which may result directly or indirectly from the receipt or use of this communication or attached files.

22 December 2016

Via email: orgs@fwc.gov.au

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers, 80 William St
EAST SYDNEY NSW 2011

Dear Mr Vale

**CEPU Change of Office Holders
Electrical, Energy & Services Division Tasmanian Branch**

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing changes to a branch office holder.

The change fills a vacancy on State Council.

Yours faithfully



Allen Hicks
National Secretary



NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au

NOTIFICATION OF CHANGES TO RECORDS

(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A change to an office and the name, postal address and occupation of the person holding that office is attached to this declaration at Annexure A and forms part of this declaration.

Allen Hicks



NATIONAL SECRETARY

Dated: 22 December 2016

ANNEXURE A

- Change to Office and Office Holder in the CEPU Electrical Energy & Services Division, Tasmanian Branch.

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
<i>TAS</i>	<i>09.12.2016</i>	<i>Divisional Branch State Councillor</i>	<i>Vacant</i>	<i>Steven Burns</i>	<i>105 New Town Road NEW TOWN TAS 7008</i>	<i>Plumber</i>

MOLONEY, Carolyn

Subject: FW: Notification of change of officers
Attachments: 161216 Ltr fr AH to FWC_Change to office holders_CD NSW.pdf; 161216 CD NSW P&T Br Changes to Office Holders.pdf

From: Michael Wright [REDACTED]
Sent: Friday, 16 December 2016 4:13 PM
To: MOLONEY, Carolyn
Subject: Notification of change of officers

Dear Ms Moloney,
I refer to the above and to Mr Enright's correspondence of 13 December. I enclose herewith by way of lodgement:

1. correspondence from Mr Allen Hicks; and
2. notification of change of office holders.

Yours sincerely,

Michael Wright
Divisional Assistant Secretary
Electrical Trades Union of Australia



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The Electrical Trades Union has virus scanning devices on our system but in no way do we represent that this communication (including any files attached) is free from computer viruses or other faults or defects. We will not be held liable to you or to any other person for loss and damage (including direct, consequential or economic loss or damage) however caused and whether by negligence or otherwise which may result directly or indirectly from the receipt or use of this communication or attached files.

16 December 2016

Mr Chris Enright
Director – Regulatory Compliance Branch
Fair Work Commission
GPO Box 1994
Melbourne VIC 3001

Via email: orgs@fwc.gov.au

Dear Mr Enright,

**CEPU Changes to Office Holders
Communication Division – NSW T&S Branch**

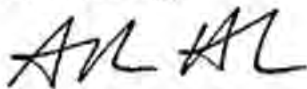
I refer to the above and to your correspondence of 13 December 2016. I enclose herewith by way of filing a declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing a change in office holders in the NSW T&S Branch of the CEPU Communication Division.

Please be advised the change in the Communication Division is a result of a vacant position on the Branch Committee of Management being filled today by Mr Patrick Edgerton.

With respect to your correspondence of 13 December, I confirm that Ms Elly Huttly was appointed on 16 November 2016.

I further confirm that both Ms Huttly and Mr Edgerton will undertake the required governance training in accordance with the *FW(RO) Act*.

Yours faithfully,



Allen Hicks
National Secretary | CEPU



NOTIFICATION OF CHANGES TO RECORDS

(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. I annex hereto and mark "Annexure A" a correct statement of the changes made in respect of the CEPU Communications Division to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*, being:
 - a. a list of changes to offices and the names, postal addresses and occupations of persons holding those offices.

Allen Hicks



NATIONAL SECRETARY

Dated: 19 December 2016

ANNEXURE A

- Changes to Offices and Office Holders in the **CEPU Communications Division**:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
NSW P&T	14/12/2016	Branch Committee of Management	Vacant	Patrick Edgerton	c/- Level 3, 81 George Street, Parramatta NSW 2150	<i>Postal Transport Driver</i>



13 December 2016

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
[REDACTED]

CC: Shane Murphy

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) under s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
5 December 2016	NSW Communications P&T Divisional Branch	Divisional Branch Organiser
5 December 2016	NSW Communications P&T Divisional Branch	Divisional Branch Committee of Management Member

Section 233 of the RO Act is a civil penalty provision. Subsection 233(2) requires that a notification of change must be lodged within 35 days of the change occurring. The notification indicates that at least one of the changes occurred more than 35 days prior to its lodgement. I will review this contravention and the various other recent contraventions of s.233(2) by the CEPU, simultaneously with my review of the audit of CEPU membership data.

The notification did not provide the effective date of Ms Huttly's appointment as a Branch Committee of Management Member. Could you please notify the effective date at your earliest convenience. I recommend use of the Regulatory Compliance Branch's sample template for future s.233(2) notifications, a copy of which is attached for your convenience.

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers

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Internet: www.fwc.gov.au

those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,



Chris Enright
Director
Regulatory Compliance Branch

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, [NAME], being the [OFFICER] of the [ORGANISATION NAME], declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:

[delete all that do not apply]

- On [DATE] the address of the organisation changed to [STREET ADDRESS].¹
- On [DATE] the name and/or address of a branch[es] of the organisation changed to:²
 1. *[include OLD name and address and NEW name and address of every branch that has changed]*
 2. ...
- A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.
- On [DATE] the following branch[es]:³
 - COMMENCED operation:
 1. [include name of each new branch]
 2. ...
 - CEASED operation:
 1. [include name of each closed branch]
 2. ...

¹ s.230(1)(d); reg.147(d)

² s.230(1)(d); reg.147(a) & (d)

³ s.230(1)(d); reg.147(b) & (c)

Signed: [SECRETARY OR OTHER AUTHORISED OFFICER]

Dated: [DATE]

*[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within **35 days** of the change. It can be submitted to orgs@fwc.gov.au.]*

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches [*insert as many pages as required*]:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
<i>National</i>	<i>1.1.2014</i>	<i>Secretary</i>	<i>Full Name</i>	<i>Full Name</i>	<i>c/- the Registered Organisation, postal address of Registered Organisation</i>	<i>Paid official</i>
	<i>25.12.2013</i>	<i>President</i>	<i>vacant</i>	<i>Full Name</i>	<i>As above</i>	<i>mechanic</i>
<i>...</i>						
<i>NSW</i>	<i>1.1.2014 (resigned) 7.1.2014 (appointed)</i>	<i>President</i>	<i>Full Name</i>	<i>Full Name</i>	<i>c/- the Branch, postal address of the Branch</i>	<i>mechanic</i>
		<i>Committee of Management Member</i>	<i>Full Name</i>	<i>Full Name</i>	<i>As above</i>	<i>mechanic</i>
		<i>Treasurer</i>	<i>Full Name</i>	<i>vacant</i>	<i>vacant</i>	<i>vacant</i>
<i>...</i>						

MOLONEY, Carolyn

From: ETU Admin [REDACTED]
Sent: Friday, 9 December 2016 3:13 PM
To: Orgs
Subject: RE: Notice of CEPU Changes to Office Holders
Attachments: 161209 Ltr fr AH to FWC_Change to office holders_PD QLD & ED QLD & SA Br.pdf
Categories: RIA

Dear Mr Vale,

Please find attached the Notice of Change of Office Holders for the CEPU for your attention.

Kind Regards,

Yolla Abousleiman
Legal Assistant / Paralegal



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The Electrical Trades Union has virus scanning devices on our system but in no way do we represent that this communication (including any files attached) is free from computer viruses or other faults or defects. We will not be held liable to you or to any other person for loss and damage (including direct, consequential or economic loss or damage) however caused and whether by negligence or otherwise which may result directly or indirectly from the receipt or use of this communication or attached files.

9 December 2016

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, 80 William St
EAST SYDNEY NSW 2011

By email: orgs@fwc.gov.au

Dear Mr Vale,

**CEPU Changes to Office Holders
Electrical Division - QLD & SA Branches
Plumbing Division - QLD Branch**

I refer to the above and enclose herewith by way of filing:

1. declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing a change in office holders in:
 - a. the Queensland and South Australian Branch of the CEPU Electrical, Energy and Services Division; and
 - b. the Queensland Branch of the CEPU Plumbing Division.

Please be advised the change in the South Australian Branch, Electrical, Energy and Services Division is a result of a resignation of a divisional state councillor (letter of resignation is attached) and the position is still vacant.

Yours faithfully



Allen Hicks
National Secretary | CEPU



NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au

NOTIFICATION OF CHANGES TO RECORDS

(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. I annex hereto and mark "Annexure A" a correct statement of the changes made in respect of the CEPU Electrical Division to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*, being:
 - a. a list of changes to offices and the names, postal addresses and occupations of persons holding those offices.
3. I annex hereto and mark "Annexure B" a correct statement of the changes made in respect of the CEPU Plumbing Division to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*, being:
 - a. a list of changes to office and the name, postal address and occupation of the person holding this office.

Allen Hicks



NATIONAL SECRETARY

Dated: 09 December 2016

ANNEXURE A

- Changes to Offices and Office Holders in the **CEPU Electrical Division**:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
QLD	28.11.2016	State Councillor – Manufacturing, Communications/Aerospace Industry Section	Lloyd Abbott	Josh Williams	c/- 41 Peel St, South Brisbane QLD 4101	Tradesperson
QLD	28.11.2016	State Councillor – Apprentices Section	Brayden Muir	VACANT	n/a	n/a
QLD	28.11.2016	State Councillor – Electrical Contracting Industry	Justin Venn	VACANT	n/a	n/a
QLD	28.11.2016	Divisional Branch Executive Member - Manufacturing, Communications/Aerospace Industry Section	Lloyd Abbott	Josh Williams	c/- 41 Peel St, South Brisbane QLD 4101	Tradesperson
QLD	28.11.2016	Alternate Divisional Branch Executive Member - Electrical Contracting Industry	David Hayes	Stephen Bravo	c/- 41 Peel St, South Brisbane QLD 4101	Electrician
SA	7/12/2016	Plumbing Industry Sector State Councillor	Garth Bush	VACANT	n/a	n/a

ANNEXURE B

- Changes to Offices and Office Holders in the **CEPU Plumbing Division**:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
<i>QLD</i>	<i>08/11/2016</i>	<i>Committee of Management</i>	<i>VACANT</i>	<i>Stewart Fingleton</i>	<i>C/- Ground Floor, 41 Peel Street South Brisbane Q 4101</i>	<i>Plumber</i>

MOLONEY, Carolyn

Subject: FW: Notice of Change of Office Holder
Attachments: 05122016145545-0001.pdf

-----Original Message-----

From: Shane Murphy [REDACTED]

Sent: Monday, 5 December 2016 3:05 PM

To: Orgs

Cc: Greg Rayner cwu

Subject: Notice of Change of Office Holder

To The Proper Officer

Please find attached notice of change of office holder if you have any questions or further information please don't hesitate to contact me.

Regards

Shane Murphy

CEPU NSW P&T Branch

Acting Branch Secretary



CEPU

COMMUNICATIONS
ELECTRICAL
PLUMBING
UNION

NSW Postal &
Telecommunications
Branch

ABN 81 643 762 631

Level 3, 81 George Street
Parramatta NSW 2150

Postal address: PO Box 250
Parramatta NSW 2124

Phone: (02) 9893 7822

Fax: (02) 9893 7396

E-mail: admina@cepu.org

Website : www.cepu.org

The Proper Officer
Regulatory Compliance Branch
Fair Work Commission

Dear Sir/Ma'am

Please see attached a declaration updating the records of the Union in respect of office bearers.

As Acting Secretary these matters have only now come to my attention and am seeking to amend the record at the first available opportunity.

Sincerely,

Shane Murphy
Acting Branch Secretary

5 DEC 2016

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, SHANE MURPHY, being the Acting Branch Secretary of the New South Wales Postal and Telecommunications Branch of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU), declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - a. Mr Peter Chaloner has tendered his resignation from the position of Branch Organiser effective 5 August 2016.
 - b. Mr John Larsen has tendered his resignation from the position of Branch Committee of Management (BCOM) member. That resignation was received by the BCOM and the position declared vacant on 16 November 2016. The position remains vacant.
 - c. Ms Elly Huttly has been appointed by the BCOM in accordance with the Rules of the Union to the position of Branch Organiser vice Peter Chaloner. Ms Huttly's address for the purpose of these records is: *C/o CEPU NSW P&T Branch, 81 George St Parramatta, 2150 NSW.*

Signed:



SHANE MURPHY

Acting Branch Secretary

Dated: 5/12/2016



5 December 2016

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
[REDACTED]

CC: [REDACTED]

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) under s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
21 November 2016	Communications Division, Tasmanian Divisional Branch	Branch Secretary
21 November 2016	Communications Division, Tasmanian Divisional Branch	Branch President
21 November 2016	Communications Division, Tasmanian Divisional Branch	Branch Committee Members (8)
21 November 2016	Communications Division, Tasmanian Divisional Branch	Divisional Executive Members (2)
21 November 2016	Electrical Division, Tasmanian Divisional Branch	Divisional State Branch Councillors, Communications (2)
21 November 2016	Electrical Division, Tasmanian Divisional Branch	Divisional Branch Executive Member
21 November 2016	Electrical Division, Tasmanian Divisional Branch	Divisional Branch State Councillors (2)

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Melbourne VIC 3001

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Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

Section 233 of the Act is a civil penalty provision. Sub-section 233(2) of the RO Act requires that a notification of change must be lodged within 35 days of the change occurring. You indicated in your letter dated 21 November that you are aware of this. The notification lodged on that day however covered changes that occurred more than 35 days earlier.

Your letter of 21 November also indicated that the CEPU waited for the expiry of an appeal period before taking action on the rule alterations giving rise to the changes. In doing so, the organisation's contravention of sub-section 233(2) could be characterised as a knowing, or conscious decision. This contravention followed recent reminders regarding the obligation to lodge notifications of change within 35 days, which were sent to the CEPU on 24 October, 11 November and 16 November 2016. Organisations must expect that conscious decisions to contravene provisions of the RO Act will be met with an appropriate and proportionate regulatory response.

On 11 and 16 November 2016 I acknowledged the lodgement of previous notifications under s.233(2) of the Act, which were also lodged outside of the regulatory timeframe. I advised that I would review those contraventions simultaneously with the material eventually provided in relation to the audit of CEPU membership numbers. I will review the late notification of change, lodged on 21 November 2016, at the same time.

Further requirements for new office holders

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,



Chris Enright
Director
Regulatory Compliance Branch

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Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

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Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

MOLONEY, Carolyn

Subject: FW: DV - FW: Letter Office Holder
Attachments: 29112016135811-0001.pdf

-----Original Message-----

From: Shane Murphy [REDACTED]
Sent: Tuesday, 29 November 2016 2:17 PM
To: Orgs
Subject: DV - FW: Letter Office Holder

Dear General Manager

Please find attached letter, self-explanatory

If you require any further information I can be contacted on (02)98937822

Regards
Shane Murphy
CEPU NSW P&T
Acting State Secretary

Our ref: 55/20

29 November 2016

The General Manager
Fair Work Commission
Level 10, Terrace Towers
80 William Street
EAST SYDNEY NSW 2011

Via email:

Dear Madam,

CEPU NSW POSTAL & TELECOMMUNICATIONS BRANCH OFFICE HOLDERS

I write to advise as a matter of courtesy that on 25 November 2016, the Branch Committee of Management (BCOM) resolved to accept a request from the Branch Secretary, James Metcher, to voluntarily stand aside from his duties of Branch Secretary and of other honorary offices in the Union.

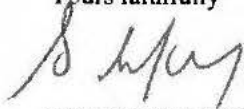
In the meantime, the BCOM has resolved to undertake a thorough assessment of the factual circumstances to determine recent claims by The Australian Financial Review.

The BCOM also resolved on 25 November 2016 to appoint me as Acting Branch Secretary. Such appointment is consistent with my duties to relieve the Branch Secretary pursuant to Communications Divisional Rule 53(b)(iv).

It should be noted that Mr Metcher continues to hold the office of Branch Secretary and, as such, this letter does not purport to be a notification pursuant to section 233(2) of the Fair Work (Registered Organisations) Act 2009.

Should you have any enquiries, please do not hesitate to contact me.

Yours faithfully



SHANE MURPHY
ACTING BRANCH SECRETARY



CEPU

**COMMUNICATIONS
ELECTRICAL
PLUMBING
UNION**

Communications Division

**NSW Postal &
Telecommunications Branch**

Jim Metcher
Branch Secretary

Shane Murphy
Branch Assistant Secretary

Level 3
81 George Street
Parramatta NSW 2150

PO Box 250
Parramatta NSW 2124

Ph: 02 9893 7822
Fax: 02 9893 7396
E-mail: admina@cepu.org

www.cepu.org

ABN 81 643 762 631

Connecting
our community

Communications, Electrical, Electronic,
Energy, Information, Postal, Plumbing
and Allied Services Union of Australia

MOLONEY, Carolyn

From: Allen Hicks [REDACTED] >
Sent: Monday, 21 November 2016 1:28 PM
To: Orgs
Subject: Declaration to FWC
Attachments: Declaration Changes to Office Holders.pdf; 211117 Ltr fr AH to FWC_Change to office holders_ED TAS Br.pdf

Categories: RIA

Please find attached correspondence regarding changes to Office holders.

Regards

Allen Hicks
National Secretary
Electrical Trades Union
Communications Electrical Plumbing Union



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The Electrical Trades Union has virus scanning devices on our system but in no way do we represent that this communication (including any files attached) is free from computer viruses or other faults or defects. We will not be held liable to you or to any other person for loss and damage (including direct, consequential or economic loss or damage) however caused and whether by negligence or otherwise which may result directly or indirectly from the receipt or use of this communication or attached files.

NOTIFICATION OF CHANGES TO RECORDS

(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.
 - On the 11 August 2016 as a result of alterations to the National rules of the organisation, the CEPU Communications Division Tasmanian Branch effectively ceased operation. Further alterations to Section D rules covering the Communications Division in which redundant references to the Tasmanian Branch will be removed, are in the process of being approved.

Allen Hicks



NATIONAL SECRETARY

Dated: 16 November 2016

ANNEXURE A

- Changes to Offices and Office Holders in the CEPU Electrical Energy & Services, Division, Tasmanian Branch (ED TAS) and the CEPU Communications Division Tasmanian Branch (CD TAS).

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
CD TAS	11.08.2016	Branch Secretary	David Moore	N/A		
CD TAS	11.08.2016	Branch President	Peter Miller	N/A		
CD TAS	11.08.2016	Branch Committee Member	Simon Allen	N/A		
CD TAS	11.08.2016	Branch Committee Member	Luke Brown	N/A		
CD TAS	11.08.2016	Branch Committee Member	Greg Colbeck	N/A		
CD TAS	11.08.2016	Branch Committee Member	Michael Graham	N/A		
CD TAS	11.08.2016	Branch Committee Member	Belinda Gordon	N/A		
CD TAS	11.08.2016	Branch Committee Member	Tim Hutt	N/A		
CD TAS	11.08.2016	Branch Committee Member	Andrew Longsley	N/A		

CD TAS	11.08.2016	Branch Committee Member	Luke Miller	N/A		
CD TAS	11.08.2016	Divisional Executive Member	Peter Miller	N/A		
CD TAS	11.08.2016	Divisional Executive Member	Greg Colbeck	N/A		
ED TAS	09.11.2016	Divisional State Branch Councillor - Communications	New office	David Moore	105 New Town Road NEW TOWN TAS 7008	Postal Delivery Officer
ED TAS	09.11.2016	Divisional State Branch Councillor - Communications	New office	Belinda Gordon	105 New Town Road NEW TOWN TAS 7008	Postal Delivery Officer
ED TAS	09.11.2016	Divisional Branch Executive Member - Communications	New office	David Moore	105 New Town Road NEW TOWN TAS 7008	Postal Delivery Officer
ED TAS	09.11.2016	Divisional Branch State Councillor	Craig Onn	Vacant		
ED TAS	09.11.2016	Divisional Branch State Councillor	Lee Archer	Natalie Kent	105 New Town Road NEW TOWN TAS 7008	Fault Despatcher

21 November 2016

Via email: orgs@fwc.gov.au

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers, 80 William St
EAST SYDNEY NSW 2011



Dear Mr Vale

**CEPU Change of Office Holders
Electrical, Energy & Services Division Tasmanian Branch**

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing changes to branch office holders. These changes result from the merger of the Electrical, Energy and Services Divisional Branch and the Communications Divisional Branch in Tasmania.

I am aware that under s.233(2) of the Act, organisations must lodge a notification of any changes to records required to be kept under s.230(1),(b),(c) and (d) and that under regulation 151 of the *Fair Work (Registered Organisations) Regulations 2009*, the prescribed time for lodgement of these changes is within 35 days of the change. Unfortunately, in this instance, the offices abolished as a consequence of the merger occurred more than 35 days ago.

The rules alterations necessary to facilitate this merger were certified by the Fair Work Commission on 11 August 2016. Due to the history of this matter, in anticipation of further litigation against the merger, we waited for the appeal period to be over before we acted on the rules alterations.

Advice has been sought from Stephen Kellett from the FWC regarding the necessity of notifying the changes to office holders where the FWC is already aware of the changes. His advice was that we should advise the FWC of the changes. This notice under s.233(2) is being lodged both in view of Mr Kellett's advice and Mr Chris Enright's correspondence of 11 November 2016, in which he reminded us of our obligations to report changes to office holders.

Again, please accept my apologies for the delay in notifying the changes.

Yours faithfully



Allen Hicks
National Secretary

NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au



16 November 2016

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
PO Box 380
Rosebery NSW 2018

Via email: [REDACTED]

CC: John Ellery; Annette Moran

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Victorian Telecommunications and Services Divisional Branch of the Communications Division of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) under s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
4 November 2016	Victorian T&S Divisional Branch	Branch President
4 November 2016	Victorian T&S Divisional Branch	Branch Vice-President
8 November 2016	Victorian T&S Divisional Branch	Branch Committee of Management Members (2)

Please note that the RO Act requires that a notification of change must be lodged within 35 days of the change occurring. The notification indicates that each of the changes occurred more than 35 days prior to lodgement of the notification. Please ensure that future notifications of change are lodged within 35 days of the change occurring.

I acknowledge receipt, on 11 November 2016, of the [final report of the audit of CEPU membership data, and the accompanying report of Mr Greg Harrison \(the membership audit\)](#).

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8656 4680
International: (613) 8661 7777
Facsimile: (03) 9655 0401
Email: orgs@fwc.gov.au

I propose to review all late notifications and potential contraventions of s 233(2) of the RO Act by the CEPU for the 2016 calendar year, including those lodged on 4 and 8 November 2016, simultaneously with the final report of the [membership audit](#).

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,



Chris Enright
Director
Regulatory Compliance Branch
03 86564680
0417 311380
Fair Work Commission
chris.enright@fwc.gov.au

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8656 4680
International: (613) 8661 7777
Facsimile: (03) 9655 0401
Email: orgs@fwc.gov.au

MOLONEY, Carolyn

Subject: FW: Audit of CEPU Membership Figures
Attachments: 161111 Correspondence to C Enright.pdf; 161107 G Harrison Report.pdf; 161019 Email Stannards re Membership Audit (AH).pdf

From: Michael Wright [REDACTED]
Sent: Friday, 11 November 2016 5:35 PM
To: ENRIGHT, Chris
Cc: MOLONEY, Carolyn
Subject: Audit of CEPU Membership Figures

Dear Mr Enright,
With reference to the above, I attach for your information:

1. letter of even date;
2. report by Mr Greg Harrison; and
3. audit report of Standards Accountants.

Please do not hesitate to contact me if I can be of any assistance to the Commission.

Yours sincerely,

Michael Wright
National Legal Officer



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The Electrical Trades Union has virus scanning devices on our system but in no way do we represent that this communication (including any files attached) is free from computer viruses or other faults or defects. We will not be held liable to you or to any other person for loss and damage (including direct, consequential or economic loss or damage) however caused and whether by negligence or otherwise which may result directly or indirectly from the receipt or use of this communication or attached files.

11 November 2016

Mr Chris Enright
Director, Regulatory Compliance Branch
Fair Work Commission
GPO Box 1994, Melbourne
VIC 3001

By email: chris.enright@fwc.gov.au

Dear Mr Enright,

Re: Audit of CEPU Membership Figures

I refer to the above and to the previous correspondence on this matter. I enclose herewith for your attention:

1. report of Mr Greg Harrison; and
2. report of Stannards Accountants.

I advise that Mr Allen Hicks, National Secretary of the CEPU, has requested I forward the attached to you.

As you will note from the report, certain errors have been identified in the CEPU's reported membership figures for both Annual Returns and operating reports to Financial Returns. The CEPU will attend to filing amending documentation as a matter of priority.

Please do not hesitate to contact me if you have any queries in relation to this matter.

Yours faithfully,



Michael Wright

National Legal Officer
CEPU-EESD



**COMMUNICATIONS
ELECTRICAL
PLUMBING
UNION**

NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

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admin@etuaustralia.org.au



HARRISON & ASSOCIATES

Mediation & Employment Relations

7 November 2016

Mr Allen Hicks
National Secretary, CEPU
PO Box 380
ROSEBERY
NSW 2180

Dear Mr Hicks,

Re: CEPU Audit of Membership

I refer to the above and enclose for your attention:

1. Audit Report of Stannards Accounting.

As you are aware, I have been engaged by the Electrical Division of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia ("the CEPU") to oversee the conduct of an independent audit of the membership records of each branch of the CEPU. This audit, initiated by the CEPU, was prompted by concerns expressed by Mr Chris Enright, Director of the Regulatory Compliance Branch of the Fair Work Commission in correspondence of 27 April 2016. In that correspondence Mr Enright raised issues with the reporting by the CEPU of membership numbers in both the Annual Return and the operating report accompanying the annual Financial Statements ("the Operating Reports"). Given the seriousness of these issues, the CEPU engaged both myself and via me, Stannards Accountants & Advisors to oversee and conduct an audit of membership records going back for three reporting periods.

I am aware of the membership reporting requirements of the *Fair Work (Registered Organisations) Act 2009* (FW (RO) Act 2009) for both the Annual Returns and the Operating Report accompanying the annual Financial Statements of registered organisations.

With respect to the methodology adopted by Stannards, I discussed and approved the process prior to the commencement of the audit, and then personally attended various branches to verify compliance with the process.

I am satisfied with the methodology adopted by Stannards to complete the audit. As detailed in the Stannards' audit report the audit has resulted in some variances from the reported figures in both the Annual Returns and Operating Reports.

I agree with the findings of the audit regarding the causes of the variances. Primarily, variances have occurred through a misunderstanding at the Branch level of reporting requirements of the FW (RO) Act 2009. Specifically, there was confusion over:

- how to count “exempt” members when reporting (e.g. members whose obligation to pay dues had been suspended due to unemployment);
- how to account for pending resignations (e.g. resignations received but awaiting verification and processing by administrative staff);
- Branches incorrectly reporting a membership figure based on the date of request rather the reporting dates set out in the legislation; and
- the reporting of financial (being members whose dues were in arrears, but less than 2 years in arrears) versus total membership.

The bulk of the variances arose from a misunderstanding on the part of some branches of s.254(2)(f) of the FW (RO) Act 2009 and regulation 159 of the regulations that the number of persons who were recorded in the register of members for s.230 of the Act and who are taken to be members of the reporting unit under s.244 of the Act are total and not just financial members. Namely, that some branches have incorrectly interpreted their reporting obligations to mean that only financial members should be reported rather than total members.

With respect to the 2015 Operating Report, an apparent administrative error led to preceding Annual Return figure (113,387) being included, instead of the membership figure as at 31 March 2015. Clearly, this error should have been identified prior to the Operating Report being lodged.

It is my view that the conduct of this audit was of great value to the organisation. This process:

- has involved a branch by branch review of membership record keeping procedures;
- alerted national and branch employees and officials to the requirements under the FW (RO) Act 2009 regarding the keeping of and reporting of membership records and how those requirements aligned with current record keeping and reporting practices;
- involved training sessions for staff and officials on the reporting requirements for registered organisations;
- afforded the organisation the opportunity to ensure all branch record keeping and reporting practices are in accordance with the requirements of the FW (RO) Act 2009.
- reinforced the initiative of the National Secretary in engaging a National Governance and Compliance Officer and requiring future memberships numbers to be audited.

It is an obvious concern for an organisation the size of the CEPU to have misreported its membership in such a way. However, nothing in my inquiries has given me cause to believe that any of this misreporting involved bad faith by any person. Instead, the misreporting appears to have been caused by confusion as to reporting obligations.

In light of the training which occurred during the course of the audit, together with the other measures already taken by the CEPU, I am confident that such confusion will not persist into the future.

Yours Sincerely,

A handwritten signature in black ink, reading "Greg Harrison". The signature is written in a cursive style with a long horizontal flourish at the end.

Greg Harrison

Director

Harrison & Associates

19 October, 2016

Mr Allen Hicks
 National Secretary
 CEPU
 PO Box 380
 ROSEBERY NSW 2018

Dear Allen,

1.0 Background

We are writing to you in relation to the concerns expressed by Mr Chris Enright on behalf of the Fair Work Commission (FWC), relating to the 'membership' numbers reported by CEPU both as at 31 December (Annual Return Date) and 31 March (Annual Accounts Date). In particular, we note that Mr Enright has inferred there may be potential misstatement of 'membership numbers' reported by CEPU as set out in his letter of 27 April 2016 (attached at Appendix 1 of this report).

As agreed in June 2016, in responsibility to Mr Enright, a full audit of the membership numbers of CEPU (all branches) has been undertaken by Stannards Accountants and Advisors (SAA) as at the following dates:-

Annual Return Date	Annual Accounts Date
31 December 2013	31 March 2013
31 December 2014	31 March 2014
31 December 2015	31 March 2015

The primary purpose of our audit has been to assess the veracity of membership members reported by CEPU at those dates, bearing in mind that pursuant to the Fair Work (Registered Organisations) Act and Regulations (ROA), registered organisations are required to report their membership numbers, and moreover, where reporting thereto is inaccurate or incomplete, it can give rise to penalties where Section 233 of the ROA has been breached.

On the basis of the above, we have set out in this report:-

- Our procedures adopted during our audits at each branch (Section 2.0)
- The results of our audit procedures (Section 3.0); and
- Recommendations which we believe will assist CEPU ensure full compliance with the ROA in relation to membership information (Section 4.0).

2.0 Audit Procedures

In undertaking the audit of CEPU's membership members at each branch as at the dates specified in Section 1.0 of this report, due regard must first be given to the definition of 'members' for ROA purposes. In this regard, we note that:-

- Section 230(2) of the ROA requires the CEPU to enter in the register of its members the name and postal address of each person who becomes a member, within 28 days after the person becomes a member; and remove the name and postal address of each person who ceases to be a member under section 171A of the ROA or under a union's rules, within 28 days of the person ceasing to be a member.
- Section 230(2) also requires the CEPU to remove from the register the names and details of members who have resigned within 28 days of the resignation taking effect.
- Section 171A provides that a person's membership immediately ceases – despite anything else in a union's rules – when essentially the person is not or is no longer an:
 - a. employee; or
 - b. independent contractor; or
 - c. employee under State legislation in New South Wales, Western Australia, South Australia; or
 - d. officer of the union.
- Section 172(1) of the ROA provides that:-
 - a. if the union's rules require a member to pay dues in relation to their membership; and
 - b. the member has not paid the amount; and
 - c. a continuous period of 24 months has elapsed since the amount became payable.

The union must remove the name and postal address of the member from the register within 12 months after the end of the 24 month period.

- This means that a member who did not pay dues which became payable on 30 September 2015, and did not pay dues thereafter, would need to be removed from the register before 30 September 2018 in order to comply with section 172.
- Importantly, under section 172 of the ROA, members who are exempt from paying membership contributions under the Rules can remain on the membership register. Further, under section 172(2), any period during which a member was not required to pay dues is not included when calculating the 24 month period referred to previously.

Section 171A of the ROA however means that any member exempt from paying membership dues would still need to meet one of the four criteria outlined in that section to remain on the membership register.

- Failure to comply with Section 171A and 172(1) of the ROA can result in the imposition of a civil penalty.
- A union's rules can provide for the earlier removal of a non-financial member from the register of members.

2.0 Audit Approach (cont'd)

Bearing the definition of 'member' as set out above in mind, during our audit procedures we have:-

- held discussions with each CEPU branch as to the manner in which they maintain their members' registers. We note that the definition of a member can and does vary **between** each branch's rules and the ROA. For the purpose of this audit, we have applied the definition of member as contained in the ROA for 'membership' reporting purposes;
- reviewed the membership registers of each branch (for unusual entries). This also included assessment of whether or not 'exempt' members as defined by the rules of each branch satisfy the criteria of being deemed members pursuant to Section 171A and 172 of the ROA;
- for a statistically derived sample of members at each branch, confirmed that they satisfy the definition of 'member' under the ROA and moreover, the criteria for being on the members' register which has been used to determine 'membership numbers'. This procedure has been undertaken by reference to 'Membership Applications' and payment history of members (including backing records thereto); and
- on the basis of these procedures, ascertained whether the membership numbers reported by each branch and ultimately the CEPU, at the specified reporting dates in Section 1 of this report are accurate.

Set out overleaf are the results of our audit review procedures.

3.0 Results of Review

On the basis of our audits at each CEPU Branch, we set out below the audited membership numbers vis-à-vis the reported membership numbers at each reporting date:-

Annual Reporting Date – 31 December

	2013	2014	2015
Reported	112,049	113,387	105,581
Audited	114,066	114,063	107,363
Variance	2,017	676	1,782

Annual Accounts Date – 31 March

	2013	2014	2015
Reported	110,000	98,383	113,387
Audited	115,218	114,394	109,169
Variance	5,218	16,011	(4,218)

Based upon our audit procedures and as set out above, there are variances between 'reported' and 'audited' membership numbers for the CEPU. We have set out variances by branch at Appendix 2 in relation to the "Annual Return" figures submitted by CEPU to FWC at 31 December each year.

We believe that the variances have occurred given a misunderstanding of Section 172 of the ROA, rather than being reckless in nature. Further, we note that for 5 of the 6 periods reviewed by us, membership numbers reported have in fact been understated by CEPU, when it reported to FWC. Having said this, misstatement of membership numbers does constitute a breach of the RO Act (whether "under" or "over" reporting membership numbers), and can give rise to penalties pursuant to Section 233 of that Act.

Key areas of confusion at branches relate to:-

- i) When to purge a member from the members' register;
- ii) How to reflect 'exempt members' when reporting; and
- iii) How to report membership numbers, when the rules of the branch do not align with Section 172 of the ROA.

In this regard, for FWC reporting purposes:-

- i) Members must be purged (as previously noted) where a member has not paid their dues with 36 months of the date that dues become payable and/or within 28 days of the person ceasing to be a Union member;
- ii) Exempt members can be reported for FWC purposes, if they continue to satisfy the criteria of Section 171A of the ROA; and
- iii) For FWC membership reporting purposes, the ROA overrides the rules of the branch.

4.0 Recommendation Arising from our Audit

On the basis of our audit procedures and our discussions with branch officials, we set out below being recommendations which we believe will enhance membership reporting by CEPU to the FWC.

i) All membership reporting should be subject to audit procedures in accordance with approved guidelines.

We are aware that the rules of CEPU have recently been amended, and that rule 35.2 now requires the audit of all membership data. We suggest that the rule be expanded to incorporate reporting timeframes and a pro-forma reporting template.

ii) Annual Accounts Date should be 31 December

On the basis that FWC Annual Returns must be lodged in respect of 31 December each year with FWC, and given the expansion of rule 35.2, we believe it would be cost effective and most efficient, if each branch of CEPU changed its balance date to 31 December. Currently, there are varying balance dates between branches. If all branches had a single reporting date, this would reduce the cost of audit compliance insofar as membership reporting is concerned, and would eliminate the time costs / resources currently consumed when reporting to FWC at 31 December, and again at 31 March.

iii) The Requirements of the ROA should be communicated to each branch

We have already noted that there is some confusion regarding the ROA, and in particular section 171A and 172 of the Act. We believe a membership 'reporting' guideline memorandum should be provided to each CEPU branch annually, to ensure consistency and accuracy of membership reporting.

iv) Governance & Compliance Officer

The recent appointment by CEPU of a Governance & Compliance Officer is a positive step forward in terms of ongoing scrutiny of 'rules' compliance, as well as membership reporting and election procedures. We also believe this step will assist CEPU from the perspective of compliance with ROA requirements.

5.0 Disclaimer

In accordance with our firm's policy, we advise that neither the firm nor any member or employee of the firm undertakes responsibility arising in any way whatsoever to any party other than CEPU in respect of this report, including any errors or omissions therein, arising through negligence or otherwise however caused.

This report is not to be used for any purpose other than those specified herein, nor may extracts or quotations be made without our express pre-written approval.

We thank you for the co-operation provided during our recent membership audit review at CEPU. Please do not hesitate to contact me regarding the contents of this letter.

Yours sincerely



Michael Shulman
Partner

APPENDIX 1

FWC Correspondence regarding Membership



18 May 2016

Mr Allen Hicks
National Secretary
Communications Electrical, Electronic, Energy, Information
Postal, Plumbing and Allied Services Union of Australia (CEPU)
Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018
(by email)

Dear Mr Hicks,

Concerns about the validity of CEPU membership reporting – AR2016/148

I acknowledge receipt of your correspondence dated 10 May 2016 and that further attachments which had been referred in that correspondence were forwarded on 11 May 2016.

You have requested responses to a number of matters which I will address by setting out your request and my response.

A. Copies of all correspondence in relation to this matter

You refer in your response to multiple pieces of correspondence between various officers of the CEPU and FWC and note that I did not attach all of the correspondence in my letter of 27 April 2016. I can advise that I attached what seemed to be the relevant material and assumed you would have immediate access to all of the correspondence given that the exchanges occurred between the FWC and the National President of the CEPU Mr Rayner and the Secretary of the Queensland Branch of the CWU Mr Phil Hughes (who are both members of the CEPU National Executive).

While I cannot conceive any legitimate reason why members of your National Executive would not immediately provide you with correspondence they had authored or received from the FWC relevant to AR2016/148, I attach copies of all correspondence concerning the CWU within the annual return file AR2016/148.

B. Clarification of the FWC's understanding of registered organisations reporting requirements vis-à-vis any distinction between total and financial membership

In relation to the obligation to report membership numbers as part of the annual return of information, I provide the following information by way of background to clarify the basis of my references to 'membership' figures as compared to 'financial membership' figures:

- Sections 170 to 174 inclusive of the *Fair Work (Registered Organisations) Act 2009* (the RO Act) make provision for the various ways in which a person who was previously a member of an organisation is no longer deemed to be a member (including, among

others, the provisions in section 172 in relation to removing members who have been non-financial for 24 months);

- Section 230(1)(a) of the RO Act refers to the obligation for an organisation to keep a register of its' members;
- Section 230(2) of the RO Act requires organisations to enter details of each person who becomes a member into a Register of Members, and to remove from that Register each person who ceases to be a member under s 171A of the RO Act or the rules of an organisation within 28 days;
- Section 233(1)(b) of the RO Act refers to the organisation's obligation to lodge a copy of the records required to be kept under s 230(1)(b), (c), and (d), certified to be a correct statement of the information contained in those records;
- Regulation 147(f) of the RO Act regulations prescribes that organisations are required to lodge with their annual return, a record of the number of members as at 31 December of the preceding year;
- Regulation 159 of the RO Act regulations sets out the prescribed information which is to be included in an operating report.

Subject to the legislative provisions I have referred to above, I agree with the interpretation you have articulated on page 2 of your correspondence dated 10 May 2016 which was as follows:

'It is the CEPU's understanding that, with respect to *both* its annual returns and its financial returns [sic] it is obliged to report on its *total* membership – i.e. irrespective of whether the member is financial in accordance with the rules of the Union'.

For the purposes of the annual return, the number of members to be reported is at 31 December each year while for financial reports, the number of members to be reported is at the reporting unit or organisations end of financial year – which in the case of the CEPU is 31 March.

I trust that this clarifies the expectations of the RCB in relation to membership reporting.

C. Guidance on the finalisation of the CEPU's 2015 annual return.

I note your written confirmation of the number of members of the CWUQ. For the purposes of finalising and filing the CEPU's 2015 annual return of information, I require a fresh declaration signed by you on behalf of the CEPU as the registered organisation and I have enclosed a sample declaration for your ease of reference. It is not a requirement for you to submit the lists of office holders unless you choose to do so.

Inquiry or investigation

I note your submission that there '*is no basis for the commencement by the FWC of an inquiry or investigation at this stage.*' Taking into account the historical membership data to which I have previously referred, I do not accept this submission. Nevertheless, I propose to carefully consider your complete response to my letter of 27 April 2016 before deciding whether or what further action should be taken.

It would assist my further consideration if you were to indicate your preparedness or otherwise to provide the FWC with the report anticipated to result from the independent review of membership information that you have advised will be completed by Mr Greg Harrison prior to 30 June 2016.

Publication on FWC AR2016/148

I also note your submission that because there is no '*general deterrence*' or other benefit to be derived from the FWC publishing correspondence relevant to AR2016/148, then in your view, the correspondence should not be published.

I advise that the FWC routinely uploads Annual Returns and associated documents and correspondence to its website as part of the suite of information available about registered organisations. In normal circumstances, the RCB would have simply published this correspondence as part of its regulatory role but I am aware of what appears to be a course of

continuing acrimony which has been publicly demonstrated in recent years concerning the CEPU (and particularly the CWU) and it is my desire to ensure that such correspondence is used for its intended regulatory purpose (i.e. transparency & keeping organisation members informed etc.) and not some other purpose.

It was in that context that I invited you to make any submission you thought appropriate on the issue of the FWC's approach to transparency and publication.

Having now considered the matter, I advise that I propose to continue the FWC's routine and transparent approach to these matters by publishing this and the associated correspondence on the FWC's website associated with AR2016/148.

I invite you to review the annual returns of other registered organisations for similar correspondence such as, for example, the Construction, Forestry, Mining and Energy Union (CFMEU) which is the registered organisation appearing directly beneath the CEPU on the list of federally registered organisations on the FWC website. A cursory review of CFMEU Annual Return AR2016/154 will reveal correspondence not dissimilar to the materials being referred to above.

Should you wish to discuss this matter in the meantime, I can be contacted on the details provided below.

Yours Sincerely



Chris Enright

Director

Regulatory Compliance Branch

03 86564680

0417 311380

Fair Work Commission

chris.enright@fwc.gov.au

enclosed:

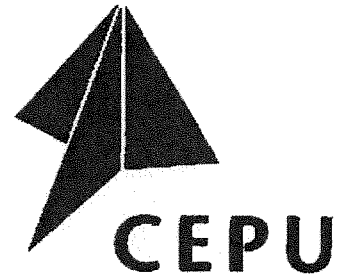
Attachment 1.

Correspondence exchanges relevant to AR2016/148

10 May 2016

Mr Chris Enright
Director, Regulatory Compliance Branch
11 Exhibition Street
Melbourne
Vic 3000

By email: chris.enright@fwc.gov.au



**COMMUNICATIONS
ELECTRICAL
PLUMBING
UNION**

Dear Mr Enright,

RE: AR2016/148

I refer to the above and to your correspondence of 27 April 2016. I enclose herewith for your attention:

1. audit report of MGI; and
2. redacted "membership testing" spreadsheet, prepared by MGI.

For the purposes of this correspondence, I adopt the following nomenclature:

- "CEPU" means the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia
- "CWUQ" means the Queensland Branch of the Communications Division of the CEPU
- "FWC" means the Fair Work Commission, as established pursuant to the *Fair Work Act 2009*
- "FW(RO) Act" means the *Fair Work (Registered Organisations) Act 2009* (Cth)

At the outset, I confirm that the CEPU takes its governance obligations, including its reporting requirements, extremely seriously.

I advise that the CEPU is not in a position at this time to fully respond to your concerns. Certain documentation referred to in your correspondence has not been provided and certain assumptions appear inconsistent with the CEPU's understanding of its reporting obligations.

Additional Documentation

With respect to documentation, your correspondence refers to multiple pieces of correspondence between various officers of the CEPU and the FWC. Certain of these pieces of correspondence are provided with your letter in full, certain others are provided in part, and finally at least on exchange is not provided at all (namely the letter from Mr Phil Hughes to the CEPU of 30 March and any reply by the FWC).

NATIONAL OFFICE

Greg Raynor
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au

I ask that the FWC provide all correspondence between it and Mr Rayner, Mr Hughes and any other party external to the FWC concerning this matter. I note in particular your reference to correspondence from Mr Hughes to the FWC of 30 March (and received by the FWC on 6 April).

Reporting requirement re membership

With respect to assumptions, variously within your correspondence reference is made to "membership" as distinct from "financial membership". Whilst the term "financial membership" is not defined in the *FW(RO) Act*, I understand it to refer to members who have made payment of membership dues¹ in accordance with the rules of the Union., whereas "unfinancial members" are members who have not.

It is the CEPU's understanding that, with respect to *both* its annual returns and its financial returns it is obliged to report on its *total* membership – i.e. irrespective of whether the member is financial in accordance with the rules of the Union. Your correspondence casts some doubt on this understanding. I ask that you advise on the FWC's interpretation of registered organisations reporting obligations in this respect – that is to say, are annual returns and financial returns to detail total membership or financial membership.

Upon receipt of your response to the above, I confirm that the CEPU will provide further submissions as may be required.

Notwithstanding this, your correspondence does highlight aspects in which the CEPU's reporting practices can be improved to provide greater confidence. I now turn to three issues in particular, namely:

- the correct membership numbers for the CWUQ;
- providing certainty with respect to historical compliance; and
- providing certainty with respect to future compliance.

I now deal with each of the above in turn.

CWUQ Membership Numbers

1. Following receipt of your correspondence, I engaged Mr Graeme Kent, Director of Audit and Assurance Services with MGI to conduct an urgent audit of the CWUQ's membership database.
2. MGI is the auditor of the CEPU National Council, the CEPU Electrical Division and various branches of the Electrical Division. MGI has no current or historical relationship with the CWU or CWUQ.
3. MGI subsequently attended the office of the CWUQ and, as detailed in the attached audit report and spreadsheet, conducted an audit of the membership return of the CWUQ.
4. With respect to the attached spreadsheet, in the interests of privacy I have caused for the names of the members detailed therein to be redacted. No other change has been made to the document provided to MGI. Please advise whether the FWC requires an unredacted copy of this document.
5. As detailed in the audit report, MGI determined that the total members of the CWUQ as at 31 December 2015 was 3628. Please note that this is total membership, inclusive of members who are unfinancial² or exempted from paying membership dues.

¹ put broadly

² Though not "non-financial" within the meaning of section 172 of the *FW(RO) Act*

6. This audited figure of 3628 is consistent with:
 - a. the initial return sent by Mr Rayner; and
 - b. the number you quote from Mr Hughes's correspondence dated 30 March.
7. With respect to the amended number provided by Mr Rayner on 11 February 2016, this appears to have been the financial membership of the CWUQ. Mr Rayner provided this amended number to the FWC in good faith, acting on an understating that the initial number provided by the CWUQ was incorrect and seeking to rectify this error.
8. As can now be seen the CWUQ's original membership as originally reported was correct.
9. In these circumstances I propose that the CEPU lodge a "fresh" annual return – comprising all three Divisions and the National Council. I seek guidance from the FWC whether this process is appropriate to ensure compliance with the reporting obligations under section 233 of the *FW(RO) Act*.
10. Separately, I take this opportunity on behalf of the CEPU to apologise for the unintended confusion arising in relation to this issue.

Historical Compliance

11. Your correspondence raises concerns with the historical compliance of the CEPU under section 233 and the Reporting Guidelines³ of the *FW(RO) Act*. The CEPU takes such concerns seriously.
12. In light of the issues raised by you, the National Executive Officers of the CEPU have resolved to engage Mr Greg Harrison to conduct an independent review of membership information disclosed in previous financial returns and annual returns of the Union. Mr Harrison is being provided with legal and auditing assistance.
13. As a former Commissioner with the FWC and Australian Industrial Relations Commission, with extensive experience with registered organisations, I consider Mr Harrison well placed to conduct such a review.
14. Mr Harrison appreciates the need for this review to be conducted thoroughly and expeditiously. It is my expectation that this review will be completed prior to 30 June 2016.

Future Compliance

15. On consideration of the issues raised in your correspondence, and following discussions within the Union, I am in the process of implementing a further series of reforms to strengthen the governance and reporting capacity of the CEPU.
16. First, the CEPU undertakes from this point on to lodge a single, omnibus annual return.
17. Second, the National Executive Officers have resolved to appoint a "Governance and Compliance Officer" to oversee regulatory compliance across the CEPU and its various reporting units.
18. Third, I am convening a special meeting of the CEPU's National Council to consider a suite of rules changes, including:
 - a. requiring the auditing of membership numbers provided in financial and annual returns;
 - b. strengthening the powers of the National Secretary to ensure compliance with governance standards; and
 - c. enshrining the Governance and Compliance Officer in rule.

³as contained at Chapter 8, Part 3 of the *FW(RO) Act*

19. It is my belief that, when taken in total the Union is taking determined steps to set and adopt best practice in its governance.

Conclusion

As detailed at the outset, the Union is not in a position at this time to make submission in full. However, given that:

- A. the question of the CWUQ's membership has been resolved;
- B. the initial document lodged by Mr Rayner was correct;
- C. I have apologised for the unnecessary confusion with respect to the CWUQ's membership;
- D. the Union has engaged Mr Harrison to conduct a review of its historical compliance;
- E. the Union is taking steps to further strengthen its governance and reporting capacity; and
- F. the Union is considering additional steps to ensure the CEPU maintains a high standard of accountability,

it is evident that, even on an interim basis, there is no basis for the commencement by the FWC of an inquiry or investigation at this stage.

With respect to the question of FWC's publishing of this matter to this website, again given the above, there is no "general deterrence" or other benefit to be derived from such publication. As such, the CEPU submits that the correspondence not be published.

As is detailed above, I now await from you:

- A. copies of all correspondence in relation to this matter;
- B. clarification of the FWC's understanding of registered organisations' reporting requirements vis-à-vis any distinction between total and financial membership; and
- C. guidance on the finalisation of the CEPU's 2015 annual return.

Please do not hesitate to contact me should you wish to discuss this matter.

Yours faithfully,



Allen Hicks
National Secretary

Audit Certificate

To the Communications Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia –Communications Division (Queensland Branch)

We have audited the attached Membership Return of the Communications Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Communications Division (Queensland Branch) (the Union) as at 31 December 2015. The attached discloses total members of the Union as at 31 December 2015 as 3,628. The President and Secretary of the Union are responsible for the Membership Return.

We have conducted an independent audit of the Membership Return in order to express an opinion on it to the Union for the purposes of Membership disclosure under s233 *Fair Work (Registered Organisations) Act 2009*.

This membership return has been prepared pursuant to the Rules established by the Union and the requirements under the *Fair Work (Registered Organisations) Act 2009*.

We disclaim any assumption of responsibility for any reliance on this membership return or the statement of the President or Secretary of the Union to which it relates, to any party other than the Union for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included an examination, on a test basis, of evidence supporting the information in the Membership Return. These procedures have been undertaken to form an opinion whether, in all material respects, the Membership Return is presented accurately in accordance with the Rules of the Union and the *Fair Work (Registered Organisations) Act 2009*.

Audit Opinion

In our opinion, the Membership Return presents fairly the Union membership numbers as required by the *Fair Work (Registered Organisation) Act 2009* in accordance with its Rules as at 31 December 2015.

M.G.F

MGI Audit (Q) Pty Ltd



G I Kent
Director

Brisbane

10 May 2016

svc-adlib5

From: MOLONEY, Carolyn
Sent: Wednesday, 27 April 2016 4:54 PM
To: [REDACTED]
Subject: FWC correspondence to Mr Hicks
Attachments: AR2016_148 correspondence_C Enright to A Hicks_26042016.pdf

Dear Mr Hicks,

Please find attached correspondence from Chris Enright, the Director of the Regulatory Compliance Branch of the Fair Work Commission, in relation to 2016 annual reporting requirements of the CEPU.

Please be aware my telephone number has changed. My new phone number is 02-9308 1972. Please update your records accordingly.

Kind regards,

CAROLYN MOLONEY
Regulatory Compliance Branch

Fair Work Commission
Tel: 02 9308 1972
Fax: 02 9380 6990
carolyn.moloney@fwc.gov.au

Level 10, Terrace Tower, 80 William Street
East Sydney NSW 2011

www.fwc.gov.au



27 April 2016

Mr Allen Hicks
National Secretary
Communications Electrical, Electronic, Energy, Information
Postal, Plumbing and Allied Services Union of Australia (CEPU)
Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018
(by email)

Dear Mr Hicks,

Concerns about the validity of CEPU membership reporting – AR2016/148

I refer to previous correspondence dated 15 April 2016 from a staff member of the Fair Work Commission (FWC) Regulatory Compliance Branch (RCB) to you and the Divisional Secretary of the Communications Division (CWU) Mr Rayner (attached for your ease of reference).

There are a number of purposes for my current correspondence which include: advising you about a range of concerns regarding the validity of CEPU membership data; requiring the CEPU to comply with various provisions of the *Fair Work (Registered Organisations) Act 2009* (the **RO Act**); and to ascertain what steps you propose to take in order ensure that the FWC can be satisfied the CEPU is meeting its statutory compliance obligations.

Background

The regulatory scheme relevant to federally registered organisations requires that annual returns containing, among other things, membership information for the immediately preceding calendar year, must be lodged by 31 March of each year.

Although the statutory responsibility set out in ss 233(1)(a) & (b) of the RO Act falls to the national offices of registered organisations, prior to 2014, the RCB had absorbed part of the administrative process of national offices by allowing annual return information to be lodged by individual reporting units. This meant that the RCB was necessarily required to conduct often extensive follow up inquiries when a range of reporting units failed to lodge or lodged incomplete or inaccurate annual returns. The difficulties and increasing resources necessary to administer this process led to the RCB amending its practice for the lodgement of annual returns for the 2014 calendar year by requiring **national offices** to lodge single annual returns by 31 March 2015 and to follow a similar process thereafter.

This change was communicated by a range of methodologies including:

- specific correspondence to you dated 20 February 2015 (attached for your ease of reference);
- updated information to the RCB subscribers electronic list;
- updated information on the FWC web site specifically referring to the obligations of the National Secretary and the registered organisation lodging the required information on behalf of all its branches and divisions; and
- a webinar delivered on 18 December 2014 by the RCB and later uploaded onto the FWC web site which specifically referred to the obligations of the National Secretary and the registered organisation lodging the required information on behalf of all its branches and divisions.

It has very recently come to my attention that notwithstanding the correspondence provided specifically to you on 20 February 2015 and the balance of the communications referred to above, the CEPU has continued to lodge separate annual returns of information in relation to its Communications Division (CWU) relevant to the 2014 and 2015 calendar years.

Correspondence relevant to s 233 of the RO Act

By correspondence dated 8 February 2016, the Divisional Secretary of the CWU Mr Greg Rayner lodged annual return information required to be lodged by the CEPU under s 233 of the RO Act. In that correspondence, Mr Rayner provided what he described as the number of members and employees of the CWU as at 31 December 2015.

While it is not clear to me why Mr Rayner lodged this information having regard to the changed practice set out above, Mr Rayner provided the following information:

Members (total for CWU)	22394
Members of the Queensland Branch	3628
Employees (total for CWU)	12

Mr Rayner lodged further correspondence dated 11 February 2016 providing what he described as an amended '*statutory declaration, containing an amendment to our financial membership.*' The effect of this further correspondence was that the amended membership data being reported under s 233 of the RO Act was as follows:

Members (total for CWU)	22152
Members of the Queensland Branch	3386
Employees (total for CWU)	12

On 29 March 2016, the balance of annual return information relevant to the National Office, the Plumbing Division and the Electrical Energy and Services Division for the 2015 calendar year was lodged with the FWC by the CEPU's Governance and Compliance Officer Ms Annette Moran. I acknowledge that an associated declaration required by s 233(1)(a) was provided by you.

Correspondence from the Queensland Branch of the CWU

On 6 April 2016, the FWC received correspondence dated 30 March 2016 from the Secretary of the Queensland Branch of the CWU Mr Phil Hughes. The correspondence from Mr Hughes purported to certify that the Queensland Branch had maintained a register of members as required by 233(1) of the RAO Schedule [sic] and that a correct statement of the information contained in the records as at 31 December 2015 was as follows:

Total Financial (Male)	2417
Total Financial (Female)	1211
Total Membership as at 31/12/2015	3628

While it is not clear why Mr Hughes was lodging this information, it is clear that the total Queensland Branch membership number provided by Mr Hughes purporting to be for the same period, was different to the most recent Queensland Branch membership number provided by Mr Rayner in his amended information dated 11 February 2016.

Concerns to this stage

Up until this stage, the initial concerns of the FWC included the following:

- It is not clear why the Divisional Secretary of the CWU (Mr Rayner) provided Annual Return data at all. This data should have been included in the CEPU data which was lodged by and on behalf of the National Office on 29 March 2016;
- It his initial correspondence dated 8 February 2016, Mr Rayner referred to 'SECTION 233 – OBLIGATIONS TO LODGE INFORMATION WITH FWA' [sic]. In an extraordinary statement, Mr Rayner referred to the declaration required by 233(1) of the RO Act and purported that the declaration 'will be provided following advice from Branches in accordance with Sub-rule 50(c) of the Communications Division Rules. This will be provided in early May 2016';
- While Sub-rule 50(c) of the CWU rules may be relevant to the process by which the CEPU meets its financial reporting requirements, it does not appear relevant to the reporting obligations of s 233 of the RO Act and in any event, there are no circumstances in which any officer of the CEPU can purport to abrogate the legislative requirements of the RO Act by referring to organisational rules;
- Subsequent to his initial correspondence dated 8 February 2016, by further correspondence dated 11 February 2016 Mr Rayner sought to amend the membership data relevant to the Queensland Branch of the CWU to reflect 3386 members;
- It is not clear why the Secretary of the Queensland Branch then provided correspondence dated 30 March 2016 (received by FWC on 6 April 2016) concerning data required under s 233 of the RO Act;
- In his correspondence dated 30 March 2016, Mr Hughes referred to 'paragraph 233(1) of the RAO Schedule' which is redundant legislation that existed prior to the commencement of the RO Act in mid 2009;
- In his correspondence dated 30 March 2016, Mr Hughes cited the membership of the Queensland Branch of the CWU as being 3628 which was the original membership number contained in the Divisional Secretary Mr Rayners' correspondence dated 8 February 2016 before he sought to amend that number;
- At the very least, one of the membership numbers being cited either by Mr Hughes or Mr Rayner for the Queensland Branch must be incorrect although it is by no means clear which, if either, is actually correct.

Correspondence from the FWC

An important part of the regulatory framework requires the FWC to be satisfied that an organisation has met the legislative obligations set out in s 233. Having received the various lodgements and correspondence referred to above, staff of the RCB attempted to assess whether or how the information lodged complied with s 233.

It was clear to the RCB that s 233 of the RO Act had not been complied with for a number of reasons including most obviously that an appropriate and requisite statement by a secretary or other prescribed officer of the organisation had not been provided and that the membership data concerning the Queensland Branch remained entirely equivocal.

By correspondence dated 15 April 2016 addressed both to you and the Divisional Secretary Mr Rayner, staff of the FWC attempted to resolve this unsatisfactory situation by requiring the following:

- A declaration in accordance with s 233(1)(a) of the RO Act signed by the secretary or other prescribed officer of the CEPU certifying that the register of its members has during the immediately preceding calendar year, been kept and maintained as required by ss 230(1)(a) and 230(2) of the RO Act; and
- Confirmation of the correct number of members in the CWU (and therefore CEPU).

I concede at this point that in an effort to be pragmatic, the FWC erred by allowing that the declaration could have been provided either by you as the National Secretary of the CEPU or Mr Rayner as the Divisional Secretary of the CWU. In hindsight, the FWC should have required the declaration and confirmation to have been provided by you because even at that stage, the CEPU had failed to properly comply with the statutory obligations set out in s 233 which is enforceable as a civil penalty provision against the national office of the CEPU.

The consequences of that error by the FWC can be found in the entirely inadequate response received from the CWU to which I will now turn.

Response by the CWU

Accepting that the FWC erred by not strictly requiring you to provide the declaration under s 233, I note the following matters:

- In a document headed 'Statutory Declaration,' dated 20 April 2016, which was enclosed with correspondence from the CWU, the Divisional Secretary Greg Rayner declared 'for the year ended 31 March 2016, the Register of Members have [sic] been kept...."
- Attached to Mr Rayner's correspondence was further correspondence from the Secretary of the Queensland Branch Mr Hughes dated 13 April 2016. In Mr Hughes' correspondence he referred to the CEPU financial year ended 31 March 2016 and that a register of members had been maintained for that financial year. Mr Hughes included that the '*number of financial members for the Queensland Branch as at 31 March 2016 was as follows:*'

Total financial(Male)	2,292
Total financial (Female)	1,142
(not totalled by Mr Hughes but total is)	3,434

Concerns regarding further correspondence

In addition to the concerns articulated above with respect to earlier CEPU correspondence and information, the correspondence from Mr Rayner and Mr Hughes provided in response to a request by the FWC raised further concerns including the following:

- Notwithstanding that the FWC correspondence dated 15 April 2016 required a s 233(1) declaration signed by either you or the Divisional Secretary relevant to the 'immediately preceding calendar year' (my emphasis), Mr Rayner erroneously provided a declaration relating to the '*year ended 31 March 2016*';
- As was made clear by the FWC 15 April 2016 correspondence, the s 233 annual return membership data relates to the calendar year and requires the membership data as of 31 December and not 31 March;
- By letter dated 13 April 2016 (two days prior to the FWC request) the Queensland Branch Secretary Mr Hughes also erroneously referred to the CEPU financial year and that a Register of Members had been kept. While he did not add the total financial membership numbers, the effect of Mr Hughes' certification was that as of 31 March 2016, there were 3,434 members of the Queensland Branch;
- The Queensland Branch total membership number of 3,434 provided by Mr Hughes purporting to be provided under the rules of the CEPU clearly does not relate to the 2015 calendar year ending 31 December 2015 and is different to the membership data provided by Mr Hughes in his correspondence of 30 March 2016;
- The Queensland Branch membership number of 3,434 in Mr Hughes' 13 April 2016 correspondence is the fourth different membership number provided for that Branch because not only is it different to the earlier membership provided by Mr Hughes, it is also different to the two Queensland Branch membership numbers provided by Mr Rayner in his correspondence dated 9 February 2016 and 11 February 2016 respectively.

Since receiving this further correspondence, the RCB has been required to devote significant but scarce regulatory resources to attempt to make sense of, or at the very least understand, these CEPU lodgements.

Review of CEPU membership data 2009 – 2015

The extraordinary and equivocal membership data purportedly being lodged by the CEPU to meet its statutory obligations is unacceptable and in my view, potentially contravenes s 233 of the RO Act.

I am aware that you have previously been advised that s 233 of the RO Act is a civil penalty provision. I take this further opportunity to remind you about the specific provisions of s 233(3) of the RO Act which are as follows:

A person must not, in a declaration for the purposes of this section, make a statement if the person knows, or is reckless as to whether, the statement is false or misleading.

CEPU Membership Data

The circumstances of this matter have given me cause to consider the broader membership data of the CEPU and the extent to which the organisation is meeting its statutory obligations.

As a consequence, I have conducted a preliminary review of CEPU membership from Annual Returns and Financial Reports between 2009 and 2015 and I provide the table below based on that review.

Table 1: CEPU membership from Annual Returns and Financial Reports

CEPU	2009	2010	2011	2012	2013	2014	2015
AR	106,992	106,298	108,666	113,833	112,049	113,387	?????? ¹
FR	127,369	121,365	115,000	110,000	110,000	98,383	113,387

Note: the AR membership numbers above are reported as at 31 December each year

It is apparent to me from this table that contrary to the statutory requirements set out in the RO Act, the historical and ongoing membership numbers being reported in both annual returns and financial reports by the CEPU are, at the least, problematic.

Even assuming that one of the total CEPU membership numbers of 105,339 provided in the correspondence for AR2016/148 may be even proximate to the correct number,² it is difficult to understand how the CEPU total membership could reduce in annual returns between 2014 and 2015 by around 8,000 members while the financial membership numbers between the same years (2014 and 2015) reportedly increased by around 15,000 members.

Further, it is unlikely that true financial membership totals could legitimately be rounded to the nearest 5,000 in the three consecutive reporting years of 2011, 2012 and 2013 or that the CEPU could record the identical number of financial members in two consecutive financial years of 2012 and 2013. In my view, it is just as unlikely that the CEPU could legitimately record the same membership total for the 2014 annual return as it has for the 2015 financial return because they require reporting from different periods in time.

While I do not at this stage propose to speculate about what might be occurring, if the CEPU is 'estimating' its financial or other membership numbers and auditors are endorsing the resultant financial reports, that would be a matter of very significant concern to the FWC for a range of reasons, not least of which relate to potential contraventions of the civil penalty provisions in the RO Act and the integrity of CEPU reporting more broadly.

In addition, I have reminded you above about the specific provision of s 233(3) of the RO Act which proscribes intentional or reckless false or misleading information.

¹ A range of total CEPU membership numbers are possible from data submitted by the CEPU for AR2016/148 one of which is 105,339 although the accuracy of that number is by no means clear

² One of a number of possible CEPU membership totals for AR 2016/148

Summary of concerns

For the purposes of clarity, I summarise here the concerns of the FWC which have emerged from these circumstances:

1. It is not clear why the Divisional Secretary of the CWU (Mr Rayner) provided Annual Return data at all. This data should have been included in the CEPU data lodged by and on behalf of the National Office (which was lodged on 29 March 2016).
2. It is not clear why the Divisional Secretary of the CWU erroneously titled simple correspondences as 'Commonwealth of Australia Statutory Declaration' and referred to these as being 'Statutory Declarations' when they bear no resemblance to Statutory Declarations.
3. It is even less clear why the Secretary of the Queensland Branch Mr Hughes provided Annual Return data at all or why in some of his correspondence, he referred to legislation which was repealed in 2009. The relevant data should have been provided by you as the National Secretary to comply with the RO Act.
4. In his correspondence dated 8 February 2016, Mr Rayner sought to rely on what he described as Sub-rule 50(c) of the Communication Division rules to abrogate the statutory responsibility of the CEPU under s 233(1) of the RO Act.
5. Four (4) different Queensland Divisional Branch membership total numbers have been provided within the correspondence from Mr Rayner and Mr Hughes purporting to comply with the obligation of the CEPU under s 233 – it is not possible for all of those 4 different membership numbers to be correct although it is possible that none of them are correct for the purposes of s 233.
6. As of the date of this correspondence, the National Office of the CEPU has failed to provide either valid membership data or an appropriate declaration concerning that data in accordance with s 233 relevant to calendar year of 2015.
7. There appears to be further doubt about the integrity of historical membership data lodged by the CEPU in financial reports and annual returns given, at the least, that membership numbers appear to have been rounded out in three consecutive years and data being reported in several different years appears to be identical.

Conclusion

Significant concerns about the integrity of CEPU membership data have emerged and I advise that the FWC is remedying its previous error which allowed CEPU reporting units to provide responses to annual return membership data in response to the statutory obligations of the National Office.

I propose to set out below the immediate and medium term obligations of the CEPU.

Immediate requirements

For an abundance of clarity, the National Office of the CEPU is required to comply with its statutory obligations under s 233 of the RO Act. In order to comply with s 233(1), you are required to:

- (a) lodge the correct information required by s 233 in terms of the **total** membership data of the CEPU; and
- (b) provide the relevant declaration under s 233(1)(b) certifying that the register of members of the CEPU has, during the immediately preceding calendar year (2015) has been kept and maintained.

I note that in his declaration of 20 April 2016, the CWU Divisional Secretary Mr Rayner referred to the following:

'I make this declaration relying on the attached statements provided by the following Branches:'

I also take this opportunity to remind you of your obligations as the National Secretary and office holder of the CEPU under ss 285 to 287 of the RO Act. It is clear from the contents of this correspondence that incorrect membership data must have been provided to the FWC and that the broader integrity of CEPU membership data has become a significant issue. It is clear that reliance on information provided by CEPU reporting units has not been sufficient to meet the statutory requirements of the RO Act.

Medium Term

The key aim of the Commission's regulatory activities with respect to registered organisations is to ensure high levels of voluntary compliance by registered organisations with their legislative obligations. Other objectives include ensuring:

- efficient financial management and effective operation of registered organisations; and
- high standards of accountability of registered organisations to their members.

To ensure transparency and to provide members of registered organisations with information to gauge the performance of committees of management and other office holders, the RCB regularly publishes correspondence exchanged in relation to membership and annual return information. It is currently proposed to publish the exchange of information referred to in this correspondence on the FWC Web site under AR2016/148.

I am also considering whether the FWC should commence an inquiry or investigation under s 330 or 331 of the RO Act in response to the issues emerging in this correspondence.

Before I take any further steps, I invite submissions from the CEPU concerning:

- a. What action the CEPU proposes to take to satisfy the FWC about the integrity of the historical membership data referred to in Table 1. above;
- b. What action the CEPU proposes to take to ensure the integrity of future membership data;
- c. Whether, in accordance with the routine approach of the RCB, the exchange of this correspondence and other documents referred to above should be published on the FWC website under AR2016/148; and
- d. Whether the FWC should commence an inquiry or investigation under s 330 or s 331 of the RO Act.

The information required by the RO Act as set out above and any submission the CEPU chooses to make are required to be lodged by **Tuesday 10 May 2016.**

Should you like to discuss the matter in the meantime, I can be contacted on the details provided below.

Yours Sincerely



Chris Enright

**Director
Regulatory Compliance Branch
Fair Work Commission
03 8656 4680
0417 311380
chris.enright@fwc.gov.au**

enclosed:

Attachment 1.

Letter to Mr Allen Hicks from the FWC dated 20 February 2015

Attachment 2.

Page 2 of correspondence dated 8 February 2016 from Mr Rayner to the FWC referring to Sub-rule 50(c) of the CWU Rules

Attachment 3

Page 8. of correspondence dated 8 February 2016 from Mr Rayner to the FWC citing membership numbers of the CWU

Attachment 4

Letter dated 11 February 2016 from Mr Rayner to the FWC amending the Queensland Branch and CWU membership numbers

Attachment 5

Letter to Mr Allen Hicks and Mr Gregory Rayner from the FWC dated 15 April 2016

Attachment 6

Correspondence titled 'Statutory Declaration' dated 20 April 2016 from Mr Rayner and letter dated 13 April 2016 from Mr Hughes to the FWC providing a different membership number for the Queensland Branch

APPENDIX 2

Branch Audits

Annual Return 31 December	Reported 2013	Audited 2013	Difference 2013	Reported 2014	Audited 2014	Difference 2014	Reported 2015	Audited 2015	Difference 2015
VIC Plumbers	11,557	11,390	(167)	11,681	11,680	(1)	9,699	9,699	0
QLD Plumbers	3,432	3,432	0	3,999	3,999	0	4,143	4,143	0
NSW Plumbers	2,085	3,029	944	3,283	3,104	(179)	3,227	3,221	(6)
WA Plumbers	0	0	0	671	671	0	650	650	0
VIC ETU	19,406	19,357	(49)	18,482	18,425	(57)	18,151	18,120	(31)
NSW ETU	22,055	22,045	(10)	21,821	21,808	(13)	18,180	18,180	0
QLD Electrical	16,195	16,696	501	17,535	17,535	0	15,858	16,904	1,046
WA Electrical	7,916	7,916	0	7,268	7,268	0	7,674	7,610	(64)
SA Electrical	4,093	3,967	(126)	4,113	4,095	(18)	4,021	3,999	(22)
TAS Electrical	1,607	1,609	2	1,556	1,556	0	1,584	1,585	1
NSW P & T	8,412	8,378	(34)	8,309	8,281	(28)	8,030	8,249	219
NSW T & S	1,140	1,270	130	1,008	1,143	135	981	1,103	122
VIC P & T	4,388	4,388	0	4,332	4,332	0	4,368	4,368	0
VIC T & S	1,965	2,199	234	1,843	2,079	236	1,659	1,869	210
QLD Comms	3,764	4,013	249	3,610	3,786	176	3,628	3,628	0
WA Comms	1,762	1,861	99	1,722	1,849	127	1,705	1,797	92
SA Comms	1,761	2,027	266	1,651	1,931	280	1,544	1,699	155
TAS Comms	511	489	(22)	503	521	18	479	539	60
	112,049	114,066	2,017	113,387	114,063	676	105,581	107,363	1,782



11 November 2016

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
PO Box 380
Rosebery NSW 2018

Via email: [REDACTED]

CC: Les McLaughlan; Annette Moran

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Western Australian Divisional Branch of the Electrical, Energy and Services Division of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) under s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
10 November 2016	WA Divisional Branch	State Councillor – Supply Authorities Section
10 November 2016	WA Divisional Branch	State Councillor – General Trades Section
10 November 2016	WA Divisional Branch	Branch Executive Member – General Trades Section

Please note that the RO Act requires that a notification of change must be lodged within 35 days of the change occurring. The notification indicates that each of the changes occurred more than 35 days prior to lodgement of the notification. Please ensure that future notifications of change are lodged within 35 days of the change occurring.

Based on your letter dated 28 October 2016, I am anticipating that I will soon receive the final report of the auditors being reviewed by Mr Greg Harrison in relation to the accuracy of CEPU membership data. I propose to simultaneously review the late notification and potential contraventions of s 233(2) of the RO Act lodged on 10 November 2016, with the final report of the auditors referred to above.

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Facsimile: (03) 9655 0401
Email: orgs@fwc.gov.au

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,



Chris Enright
Director
Regulatory Compliance Branch
03 86564680
0417 311380
Fair Work Commission
chris.enright@fwc.gov.au

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8656 4680
International: (613) 8661 7777
Facsimile: (03) 9655 0401
Email: orgs@fwc.gov.au

MOLONEY, Carolyn

Subject: FW: CEPU Notice of Change to Office Holders - EE&S Division WA Branch
Attachments: 161110 Ltr fr AH to FWC_Change to office holders_ED WA Br.pdf; ED WA Br Changes to Office Holders.pdf

From: Annette Moran [REDACTED]
Sent: Thursday, 10 November 2016 4:18 PM
To: Orgs
Subject: CEPU Notice of Change to Office Holders - EE&S Division WA Branch

Please find attached notice of change to office holder in the CEPU EE&S Division WA Branch.

Kind regards, Annette Moran

Annette Moran
Governance & Compliance Officer

Please note: I work Mondays to Thursdays – if you require assistance on a Friday please contact the office.



The information contained in the e-mail is intended only for the use of the person(s) to whom it is addressed and may be confidential or contain legally privileged information. If you are not the intended recipient you are notified that any perusal, use, distribution, copying or disclosure is strictly prohibited. If you have received this e-mail in error please immediately advise us by return e-mail and delete the e-mail document without making a copy.

The Electrical Trades Union has virus scanning devices on our system but in no way do we represent that this communication (including any files attached) is free from computer viruses or other faults or defects. We will not be held liable to you or to any other person for loss and damage (including direct, consequential or economic loss or damage) however caused and whether by negligence or otherwise which may result directly or indirectly from the receipt or use of this communication or attached files.

10 November 2016

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers
80 William St
EAST SYDNEY NSW 2011



Via email: orgs@fwc.gov.au

Dear Mr Vale

**CEPU Change of Office Holders
Electrical Division WA Branch**

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing changes to branch office holders. These changes are as a result of the resignation of two (2) officers resigning from the State Council of the Electrical Division's Western Australian Branch.

I am aware that under s.233(2) of the Act, organisations are required to lodge a notification of any changes to records required to be kept under s.230(1),(b),(c) and (d) and that under regulation 151 of the *Fair Work (Registered Organisations) Regulations 2009*, the prescribed time for lodgement of these changes is within 35 days of the change.

Unfortunately, in this instance, the resignations from office occurred more than 35 days ago. I apologise for what has been a break-down in communication in the organisation caused by administrative staff in the branch failing to report the changes to the national office until last Friday.

The notice by the branch was prompted by a letter I caused to be sent to all Branches reminding them of our obligation to report changes to office holders within 35 days. To ensure this break-down in communication does not happen again, I have now put in place a system for regularly reminding branches to report such changes to the national office.

Yours faithfully

Allen Hicks
National Secretary

NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au

NOTIFICATION OF CHANGES TO RECORDS

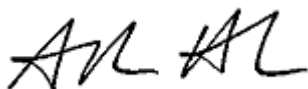
(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Allen Hicks



NATIONAL SECRETARY

Dated: 10 November 2016

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to orgs@fwc.gov.au.]

ANNEXURE A

- Changes to Offices and Office Holders in the CEPU Electrical Energy & Services, Division, Western Australian Branch

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
WA	3.08.2016	State Councillor – Supply Authorities Section	Shaun O’Regan	Vacant	c/- 24/257 Balcatta Rd BALCATTWA WA 6021	
WA	3.08.2016	State Councillor – General Trades Section	James Collis	Geof Taylor	c/- 24/257 Balcatta Rd BALCATTWA WA 6021	Electrician
WA	3.08.2016	Branch Executive Member– General Trades Section	James Collis	Geof Taylor	c/- 24/257 Balcatta Rd BALCATTWA WA 6021	Electrician

MOLONEY, Carolyn

From: Trish [REDACTED] u>
Sent: Tuesday, 8 November 2016 11:11 AM
To: Orgs
Subject: Notification of Changes to CEPU (T&S) Vic Office Holders
Attachments: VB1685.pdf; VB1683.docx

Categories: RIA

Regulatory Compliance Branch
Fair Work Commission

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing changes to branch office holders.

Kind regards

Trish Willoughby
For John Ellery,
Secretary CWU (T&S) Vic

TRISH WILLOUGHBY
Communication Workers Union
Telecommunication & Services Branch Vic

[REDACTED]
E. [REDACTED] | W. www.cwuvic.org.au .

Ref: VB16/85
8 November 2016

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers
80 William St
EAST SYDNEY NSW 2011
Via email: orgs@fwc.gov.au

Dear Mr Vale

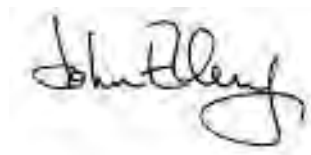
**CEPU Change of Office Holders
Communications Division
Communication Workers Union
Telecommunications and Services Branch, Victoria**

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing changes to branch office holders. These changes are as a result of the resignation of a number of elected officers from the Branch Committee of Management/Branch Executive.

We apologise again for the late advice as we were not aware that the usual Branch practice was incorrect and that we needed to adopt a different protocol. We were made aware of this and subsequently notified you on 3 November (our ref: VB16/83 – copy attached), but I believe this to be incorrect also.

Should you require further clarification please contact the undersigned.

Yours faithfully



JOHN ELLERY
Branch Secretary
CEPU Communications Division (CWU)
Victorian Telecommunications & Services Branch
[REDACTED]

NOTIFICATION OF CHANGES TO RECORDS

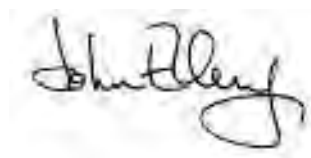
(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, (*Christopher*) John Ellery, being the Branch Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, Communications Division, Communication Workers Union, Telecommunication and Services Branch, Victoria, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Yours faithfully



JOHN ELLERY (*Christopher John Ellery*)
BRANCH SECRETARY

Dated: 8 November 2016

By email: orgs@fwc.gov.au

ANNEXURE A

- Changes to Offices and Office Holders in the CEPU Communications Division, Communications Workers Union, Telecommunications and Services Branch, Victoria.

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
CWU (T&S) Vic	13 September 2016	Branch Committee of Management	Amy Stubberfield [REDACTED] Position declared vacant 13 Sept 2016.	Vacant/ awaiting appointment	NA	NA
CWU (T&S) Vic	14 September 2016	Branch President	Roger Bland [REDACTED] Position declared vacant 31 Aug 2016	Kelvin Welbourn	[REDACTED] [REDACTED]	Technical Specialist
CWU (T&S) Vic	14 September 2016	Branch Vice President	Kevin Welbourn [REDACTED] Position declared vacant 13 Sept 2016.	Amy Stubberfield	[REDACTED] [REDACTED]	Call Taker
CWU (T&S) Vic	28 September 2016	Branch Committee of Management	Mihi Shaw Position declared vacant 28 Sept 2016	Vacant/ awaiting appointment	NA	NA

Ref: VB16/83
November 3, 2016

Fair Work Commission
By Email: orgs@fwc.gov.au

Dear Sir/Madam

**Re: Notification of changes to Office holders – CEPU Victorian
Telecommunications & Services Branch.**

I wish to advise of the following changes to our office holders, [REDACTED]
[REDACTED] on 18 August 2016.

The short term vacancies were declared vacant and subsequently filled in accordance with rule 68 (a). A copy of the minutes of the BCOM “out of session” vote concluding on the 14th of September 2016 is provided. In addition, the notification that was normally made to the Divisional Office of the CEPU Comms Division in relation to the filling of the positions is also included.

Given the FWC changes to the way notifications are now required, I apologise for the lateness of the notification to FWC.

Names, occupations and postal addresses of the new Branch office holders are as follows:

Branch President: Kelvin Welbourn, [REDACTED] Technical Specialist.

Branch Vice President: Amy Stubberfield, [REDACTED], Call Taker

Yours faithfully



JOHN ELLERY
Branch Secretary
Communication Workers Union
Communications Division CEPU
Telecommunication & Services Branch Victoria
m. [REDACTED]

Ref: VB16/73
10 October 2016

Greg Rayner
Divisional Secretary
CEPU Communications Division

By email [REDACTED]

Dear Greg

Re: Vacant Branch President and Vice President Positions – Victorian T&S Branch.

Please be advised that in accordance with Divisional rule 68 (Filling Branch Vacancies – Short Term), the following Branch officer positions have been filled by appointment of the Branch Committee of Management, following their declaration of vacancy.

- 1) Branch President – Kelvin Welbourn
- 2) Branch Vice President – Amy Stubberfield

Forwarded for your information and any resulting administrative action.

Yours faithfully



JOHN ELLERY
Branch Secretary
CEPU Communications Division (CWU)
Victorian Telecommunications & Services Branch
[REDACTED]

**MINUTES OF THE CWU (T&S) VIC BRANCH COMMITTEE OF MANAGEMENT
OUT OF SESSION DECISIONS TAKEN BY EMAIL VOTE
ON 14 SEPTEMBER 2016.**

The decision for voting was distributed to Committee of Management members by email,
SLD 16/82 – 13 August 2016

Voting slips sent: **13**
Returned: **9** **8 FOR Motion 1**
 9 FOR Motion 2

JOHN ELLERY
Branch Secretary

Motion 1: APPOINTMENT OF BRANCH PRESIDENT

"The Branch Committee of Management appoints Kelvin Welbourn to the vacant position of Branch President as of 14 September 2016 in accordance with rule 68."

Moved: [REDACTED]
Seconded: [REDACTED]
The motion was Carried

Motion 2: APPOINTMENT OF VICE-BRANCH PRESIDENT

"The Branch Committee of Management appoints Amy Stubberfield to the vacant position of Branch Vice-President as of 14 September 2016 in accordance with rule 68."

Moved: [REDACTED]
Seconded: [REDACTED]
The motion was Carried

JOHN ELLERY
Branch Secretary

MOLONEY, Carolyn

Subject: FW: Request for update of office holder
Attachments: 161028 Ltr to FWC re Update on Office Holder CD QLD Br.pdf

From: ETU Admin [REDACTED]
Sent: Friday, 28 October 2016 5:12 PM
To: MOLONEY, Carolyn
Cc: Michael Wright
Subject: Re: Request for update of office holder

Dear Carolyn,

Please find attached a letter for Mr Enright attention.

Kind Regards,

Yolla Abousleiman
Legal Assistant / Paralegal



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28 October 2016

Mr Chris Enright
Director – Regulatory Compliance Branch
Fair Work Commission
PO Box 1994
MELBOURNE VIC 3001



Dear Mr Enright

Re: Request for update of office holder

I write in response to your correspondence of 24 October 2016 concerning Mr Phillip Hughes.

Upon receipt of your correspondence, I made enquiries and confirmed that Mr Hughes remains the current holder of the office of Queensland Divisional Branch Secretary of the Communications Division and that he is currently on leave due to ill health. In accordance with the rules of the Union the Branch President, Mr Cameron Bird, is fulfilling Mr Hughes's functions and obligations.

With respect to the CEPU's membership numbers, I advise that the final report of the auditors has this week been delivered to Mr Greg Harrison. Mr Harrison is presently reviewing this documentation and has confirmed that he will present his final report shortly. For the avoidance of doubt I confirm that, upon receipt, this report (inclusive of the auditor's report) will be provided to you.

Please do not hesitate to contact me should you wish to discuss these matters.

Yours sincerely



Allen Hicks
NATIONAL SECRETARY

NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au



28 October 2016

Mr Allen Hicks
National Secretary & Divisional Secretary (Electrical)
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services
Union of Australia
[REDACTED]

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
26/10/2016	South Australia Branch	State Councillors (x2)

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,

Carolyn Moloney
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

MOLONEY, Carolyn

From: Annette Moran [REDACTED] au>
Sent: Wednesday, 26 October 2016 9:46 AM
To: Orgs
Subject: CEPU - EE&S Division - SA Branch - Changes to Office Holders
Attachments: 161024 Ltr fr AH to FWC_Change to office holders_ED SA Br.pdf; ED SA Br Changes to Office Holder - State Council.pdf; Keith Smith Resignation from State Council.pdf

Categories: RIA

Please find attached notice of changes to office holders for the CEPU Electrical, Energy & Services Division, SA Branch.

A letter of resignation from the outgoing State Councillor is also attached.

Kind regards, Annette

Annette Moran
Governance & Compliance Officer

Please note: I work Mondays to Thursdays – if you require assistance on a Friday please contact the office.



The information contained in the e-mail is intended only for the use of the person(s) to whom it is addressed and may be confidential or contain legally privileged information. If you are not the intended recipient you are notified that any perusal, use, distribution, copying or disclosure is strictly prohibited. If you have received this e-mail in error please immediately advise us by return e-mail and delete the e-mail document without making a copy.

The Electrical Trades Union has virus scanning devices on our system but in no way do we represent that this communication (including any files attached) is free from computer viruses or other faults or defects. We will not be held liable to you or to any other person for loss and damage (including direct, consequential or economic loss or damage) however caused and whether by negligence or otherwise which may result directly or indirectly from the receipt or use of this communication or attached files.

26 October 2016

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers
80 William St
EAST SYDNEY NSW 2011



Via email: orgs@fwc.gov.au

Dear Mr Vale

**CEPU Change of Office Holders
Electrical Division SA Branch**

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing a change to an office holder. The changes are a result of a resignation of a divisional state councillor (letter of resignation is attached) and the filling of a vacancy on the branch State Council.

Yours faithfully



Allen Hicks
National Secretary

NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au

NOTIFICATION OF CHANGES TO RECORDS

(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A change to an office and the name, postal address and occupation of the person holding that office is attached to this declaration at Annexure A and forms part of this declaration.

Allen Hicks



NATIONAL SECRETARY

Dated: 26 October 2016

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to orgs@fwc.gov.au.]

ANNEXURE A

- Changes to Offices and Office Holders in the CEPU Electrical Energy & Services, Division, South Australian Branch:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
<i>South Australia</i>	<i>12.10.2016</i>	<i>State Councillor</i>	<i>Keith Smith</i>	<i>Christopher Paproth</i>	<i>Bob Geraghty House 312 South Road, Richmond SA 5033</i>	<i>Electrician</i>
<i>South Australia</i>	<i>12.10.2016</i>	<i>State Councillor</i>	<i>Vacant</i>	<i>Alex Capper</i>	<i>Bob Geraghty House 312 South Road, Richmond SA 5033</i>	<i>Electrician</i>



24 October 2016

Mr Allen Hicks
National Secretary
Communications Electrical, Electronic, Energy, Information
Postal, Plumbing and Allied Services Union of Australia (CEPU)
Suite 408, Level 4, 30-40 Harcourt Parade
Rosebery NSW 2018

Via email: [REDACTED]

Dear Mr Hicks,

Request for update of office holder

The Fair Work Commission (the Commission) has recently received information which suggests that Mr Philip Hughes from the Queensland Divisional Branch of the Communications Division (CWU) of the CEPU has not performed the responsibilities of, nor occupied his elected role as Divisional Branch Secretary since June 2016. Because the Commission has not received any notification concerning a change to the elected office of CWU Branch, I advise that I am concerned about this information.

I seek your assistance in clarifying whether Mr Philip Hughes currently holds the office of Queensland Divisional Branch Secretary, and whether he held that elected office between June 2006 and the present. Alternatively, if Mr Hughes has not carried out the duties of that elected position, could you clarify the arrangements the CEPU has made to have the duties of that office carried out in his absence.

I advise that I am in receipt of your correspondence dated 28 September 2016 advising that the foreshadowed audits of membership have been completed and that a report on the issue is being compiled by Mr Harrison. I look forward to receiving a copy of this report as soon as possible.

For the purpose of clarity, I advise that the lodging of notification of changes to office holders within the regulatory timeframe referred to in s.233 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act) is separate to the membership issue. As you will be aware, the obligation to lodge a notification of changes to office holders with the Commission, within 35 days of the change occurring, stipulated at s.233(2) of the RO Act. Failure to do so is a civil penalty provision.

Given the critical role of Branch Secretaries in ensuring organisations registered under the RO Act are representative of and accountable to their members, and are able to operate effectively, I request you provide a response by COB Friday 28 October 2016.

Yours Sincerely



Chris Enright
Director
Regulatory Compliance Branch
03 86564680
0417 311380
Fair Work Commission
chris.enright@fwc.gov.au



18 October 2016

Mr Allen Hicks
National Secretary & Divisional Secretary (Electrical)
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
[REDACTED]

CC: Victorian (Plumbing) Divisional Branch

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
12/10/2016	Victorian (Communications) T&S Divisional Branch	Branch President
12/10/2016	Victorian (Communications) T&S Divisional Branch	Branch Vice-President

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

Carolyn Moloney
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au



18 October 2016

Mr Allen Hicks
National Secretary & Divisional Secretary (Electrical)
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
[REDACTED]

CC: Victorian (Communications) Divisional Branch

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
07/10/2016	Victorian (Communications) Divisional Branch	Committee of Management member

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,

Carolyn Moloney
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au



18 October 2016

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
[REDACTED]

CC: Plumbing Division QLD Branch

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
06/10/2016	QLD Divisional Branch (Plumbing Division)	President
06/10/2016	QLD Divisional Branch (Plumbing Division)	Vice President
06/10/2016	QLD Divisional Branch (Plumbing Division)	Trustee
06/10/2016	QLD Divisional Branch (Plumbing Division)	Branch Committee of Management Members (x 5)

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

Thank you for the notification.

Yours sincerely,

Carolyn Moloney
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au



18 October 2016

Mr Allen Hicks
National Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
[REDACTED]

CC: NSW Divisional Branch

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
04/10/2016	NSW Divisional Branch (Electrical, Energy and Services Division)	Delegate to Divisional Executive

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,

Carolyn Moloney
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

MOLONEY, Carolyn

Subject: FW: GEN 16/61 - AMENDMENT - CEPU - COMMUNICATIONS DIVISION
Attachments: fwc - gen 61.pdf

From: Lee Caligiore [REDACTED]
Sent: Wednesday, 12 October 2016 2:34 PM
To: Orgs
Cc: HICKS ALLEN (National and Divisional Secretary) [REDACTED]
Subject: GEN 16/61 - AMENDMENT - CEPU - COMMUNICATIONS DIVISION

Forwarded for your info.

Regards,

Lee Caligiore

Administration Officer
CWU National Office
Level 9
365 Queen Street
Melbourne Victoria 3000 Australia

t: [REDACTED]
e: [REDACTED] w: www.cwu.org.au



Think before you print: 1 ream of paper = 6% of a tree and 5.4kg of CO2 in the atmosphere. 3 sheets of A4 paper = 1 litre of water.

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GEN 16/61
5.0-001

12th October 2016

The General Manager,
Fair Work Commission,
Level 4/11 Exhibition Street,
MELBOURNE, VIC. 3000

Emailed: orgs@fwc.gov.au.

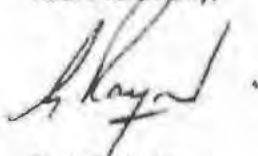
Dear Sir,

RE: AMENDMENT – CEPU – COMMUNICATIONS DIVISION
Vacant positions filled– Branch President (honorary)and Vice President (honorary)
in Victorian Telecommunications & Services Branch

Please find attached my statutory declaration in regards to the above mentioned amendments.

Also attached is a copy of our T&S Victorian Branch letter advising us of the changes.

Yours faithfully,



Greg Rayner,
DIVISIONAL SECRETARY

Enc.

cc: Mr. A. Hicks (Allen@etuastralia.org.au)

GR:lc.

Level 9, 365 Queen Street, Melbourne Vic 3000 (Australia)

cwu.org.au

P (03) 9349 2100

F (03) 9642 0333

E cwu@cwu.org.au

ABN 22 401 014 998 A Division of CEPU

Shane Murphy Divisional President
John O'Donnell Divisional Assistant Secretary (Telecommunications)
Bernie Clarke Divisional Vice-President

Greg Rayner Divisional Secretary
Nicole Robinson Divisional Assistant Secretary (Postal)
Lisa-Maree Bahls Divisional Vice-President (AA)

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return)
required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Greg Rayner, being the Divisional Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Communications Division, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Dated:

12/10/16.

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	[REDACTED]	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder (for privacy reasons, we recommend NOT a private address)	Occupation of <u>New</u> Office Holder
<i>Victoria T&S</i>	<i>10.10.16</i>	<i>Branch President (honorary)</i>	<i>Roger Bland</i>	[REDACTED]	<i>Kelvin Welbourn</i>	<i>c/- 3rd Floor, New Building Trades Hall, Cnr. Lygon & Victoria Streets, Carlton South, Vic. 3053</i>	<i>Technical Workstream Level 8</i>
<i>Victoria T&S</i>	<i>10.10.16</i>	<i>Branch Vice-President (honorary)</i>	<i>Kelvin Welbourn</i>	[REDACTED]	<i>Amy Stubberfield</i>	<i>c/- 3rd Floor, New Building Trades Hall, Cnr. Lygon & Victoria Streets, Carlton South, Vic. 3053</i>	<i>Call Taker</i>

Ref: VB16/83
10 October 2016

Greg Rayner
Divisional Secretary
CEPU Communications Division

By email: [REDACTED]

Dear Greg

Re: Vacant Branch President and Vice President Positions – Victorian T&S Branch.

Please be advised that in accordance with Divisional rule 68 (Filling Branch Vacancies – Short Term), the following Branch officer positions have been filled by appointment of the Branch Committee of Management, following their declaration of vacancy.

- 1) Branch President – Kelvin Welbourn
- 2) Branch Vice President – Amy Stubberfield

Forwarded for your information and any resulting administrative action.

Yours faithfully



JOHN ELLERY
Branch Secretary
CEPU Communications Division (CWU)
Victorian Telecommunications & Services Branch
[REDACTED]

MOLONEY, Carolyn

Subject: FW: Notification Of Change of Records
Attachments: CCE07102016.pdf

From: Office [REDACTED]
Sent: Friday, 7 October 2016 10:09 AM
To: Orgs
Subject: Notification Of Change of Records

Dear Sir / Madam

Please see correspondence attached.

Regards
Leroy Lazaro
State Secretary
Communication Workers Union
Postal & Telecommunications Branch Victoria
Mobile: [REDACTED]

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return)
required to be kept in accordance with section 230 *Fair Work (Registered Organisations)
Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, [Leroy Lazaro], being the [Secretary] of the [Communication Workers Union Postal & Telecommunications Branch Victoria], declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:

[delete all that do not apply]

Signed: []

L. Lazaro

Dated: [7th October 2016]

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to orgs@fwc.gov.au.]

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches *[insert as many pages as required]*:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
...						
Victoria	15.09.2016 (Resigned) 27.09.2016 (Appointed)	Committee of Management Member	Ray Zimmer	Raymond Trevor Gorman	[REDACTED]	Casual Industrial Officer
...						

MOLONEY, Carolyn

Subject: FW: CEPU Plumbing Division - QLD Branch - Notice of Change to Office Holders
Attachments: 161006 Ltr fr AH to FWC_Change to office holders_PD QLD Br.pdf; PD QLD Br Changes to Branch Office Holders.pdf

From: Annette Moran [REDACTED]
Sent: Thursday, 6 October 2016 1:10 PM
To: Orgs
Cc: Lisa Noyes
Subject: CEPU Plumbing Division - QLD Branch - Notice of Change to Office Holders

Please find attached notice of change to office holders for the CEPU Plumbing Division Qld Branch.

Kind regards,

Annette Moran
Governance & Compliance Officer

Please note: I work Mondays to Thursdays – if you require assistance on a Friday please contact the office.



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NOTIFICATION OF CHANGES TO RECORDS

(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy,
Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Allen Hicks



NATIONAL SECRETARY

Dated: 6 October 2016

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to orgs@fwc.gov.au.]

ANNEXURE A

- Changes to Offices and Office Holders in the CEPU Plumbing Division, Queensland Branch:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Plumbing Division Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
QLD	06/09/2016	President	Bevan Sutherland	David White	C/- Gr Floor, 41 Peel Street, South Brisbane QLD 4101	Plumber
QLD	06/09/2016	Vice President	David White	Damian O'Sullivan	C/- Gr Floor, 41 Peel Street, South Brisbane QLD 4101	Plumber
QLD	06/09/2016	Trustee	Damian O'Sullivan	David White	C/- Gr Floor, 41 Peel Street, South Brisbane QLD 4101	Plumber
QLD	06/09/2016	Branch Committee of Management Member	James White	Andrew Blakeley	C/- Gr Floor, 41 Peel Street, South Brisbane QLD 4101	Plumber
QLD	06/09/2016	Branch Committee of Management Member	Justin Maxwell	Daniel Gillett	C/- Gr Floor, 41 Peel Street, South Brisbane QLD 4101	Mechanical Plumber
QLD	06/09/2016	Branch Committee of Management Member	Kieron Cundy	Travis Korneha	C/- Gr Floor, 41 Peel Street, South Brisbane QLD 4101	Sprinkler Fitter
QLD	06/09/2016	Branch Committee of Management Member	Kayne Dawson	Andrew Burn	C/- Gr Floor, 41 Peel Street, South Brisbane QLD 4101	Plumber
QLD	06/09/2016	Branch Committee of Management Member	Robert Gould	Vacant	C/- Gr Floor, 41 Peel Street, South Brisbane QLD 4101	

6 October 2016

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers
80 William St
EAST SYDNEY NSW 2011



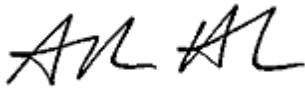
Via email: orgs@fwc.gov.au

Dear Mr Vale

**CEPU Changes to Office Holders
Plumbing Division QLD Branch**

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing changes to office holders in the CEPU, Plumbing Division Queensland Branch.

Yours faithfully



Allen Hicks
National Secretary

NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au

MOLONEY, Carolyn

Subject: FW: CEPU EE&S Division - Notice of Change to Office Holders
Attachments: 161004 Ltr fr AH to FWC_Change to office holders_ED NSW Br.pdf; ED NSW Br Changes to Office Holder - Div Exec.pdf

From: Annette Moran [REDACTED]
Sent: Tuesday, 4 October 2016 5:37 PM
To: Orgs
Subject: CEPU EE&S Division - Notice of Change to Office Holders

Please be advised of a change to the office holders of the CEPU Electrical, Energy and Services Division.

Kind regards,

Annette Moran
Governance & Compliance Officer

Please note: I work Mondays to Thursdays – if you require assistance on a Friday please contact the office.



The information contained in the e-mail is intended only for the use of the person(s) to whom it is addressed and may be confidential or contain legally privileged information. If you are not the intended recipient you are notified that any perusal, use, distribution, copying or disclosure is strictly prohibited. If you have received this e-mail in error please immediately advise us by return e-mail and delete the e-mail document without making a copy.

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NOTIFICATION OF CHANGES TO RECORDS

(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A change to an office and the name, postal address and occupation of the person holding that office is attached to this declaration at Annexure A and forms part of this declaration.

Allen Hicks



NATIONAL SECRETARY

Dated: 4 October 2016

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to orgs@fwc.gov.au.]

ANNEXURE A

- Changes to Offices and Office Holders in the CEPU Electrical Energy & Services, Division, New South Wales Branch:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
<i>NSW</i>	<i>01.09.2016</i>	<i>Divisional Branch delegate to Divisional Executive</i>	<i>Neville Betts</i>	<i>Vacant</i>		

4 October 2016

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers
80 William St
EAST SYDNEY NSW 2011



Via email: orgs@fwc.gov.au

Dear Mr Vale

**CEPU Change of Office Holder
Electrical Division NSW Branch**

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing a change to an office holder. This change is a result of the resignation of a divisional branch delegate to Divisional Council representing the NSW Branch of the Electrical, Energy and Services Division, resulting in a vacancy on the Divisional Executive. An election is necessary to fill the casual vacancy caused by the resignation.

Yours faithfully



Allen Hicks
National Secretary

NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au

MOLONEY, Carolyn

Subject: FW: CM - AR2016/148 CEPU Annual Return - Progress Report on Membership Records Audit
Attachments: 160928 Ltr to FWC fr AH Audit Progress Report.pdf

From: Annette Moran [REDACTED]
Sent: Wednesday, 28 September 2016 3:13 PM
To: Orgs; chris.enright@fwc.org.au
Subject: CM - AR2016/148 CEPU Annual Return - Progress Report on Membership Records Audit

Dear Mr Enright

Please find attached letter from the National Secretary, Allen Hicks, advising of our progress with the CEPU Membership Records Audit.

Kind regards, Annette

Annette Moran
Governance & Compliance Officer

Please note: I work Mondays to Thursdays – if you require assistance on a Friday please contact the office.



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28 September 2016

Email: orgs@fwc.gov.au

Chris Enright
Director – Regulatory Compliance Branch
Fair Work Commission
11 Exhibition St
MELBOURNE VIC 3001

Dear Mr Enright

**UPDATE - AR 2016/148 CEPU Annual Return
- Internal Audit of Membership Records**

I write to follow up on my correspondence of 4 August 2016 regarding the abovementioned CEPU membership audit. In my correspondence of the 4 August, I stated that I anticipated completion of the audit by mid-August with a report available by the end of August. Unfortunately, due to the nature and scale of the task, this deadline was not able to be met.

However, I can now advise that the auditing of the membership records of every branch for the six (6) reporting periods, plus the additional reporting period for this year's CEPU financial statements, is complete. The auditor has now compiled its investigations which have been forwarded to Mr Greg Harrison to compile his report. We anticipate that Mr Harrison will act expeditiously in finalising this matter.

Please do not hesitate to contact Mr Michael Wright, National Legal Officer, from my office should you wish to discuss this matter. His contact details are:

Mr Michael Wright, National Legal Officer

[REDACTED]
[REDACTED]
[REDACTED]

Yours sincerely



Allen Hicks
NATIONAL SECRETARY



NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuastralia.org.au



27 September 2016

Mr Allen Hicks
National Secretary & Divisional Secretary (Electrical)
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services
Union of Australia

CC: D. McKinley; P. Simpson (by email)

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to the office holders of the NSW and QLD / NT Divisional Branches of the Electrical, Energy and Services Division of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
05/09/2016	QLD/NT Divisional Branch	State Councillors (3)
15/09/2016	NSW Divisional Branch	Assistant Branch Secretary (1)
15/09/2016	NSW Divisional Branch	State Councillor (1)
15/09/2016	NSW Divisional Branch	Delegate to Divisional Council (1)

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,

Carolyn Moloney - Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

MOLONEY, Carolyn

From: Annette Moran <[REDACTED]>
Sent: Thursday, 15 September 2016 6:38 PM
To: Orgs
Cc: Paul Lister; Steve Butler
Subject: CEPU EE&S Division - NSW Branch - Notice of Changes to Office Holders
Attachments: 160915 Ltr fr AH to FWC_Change to office holders_ED NSW Br.pdf; ED NSW Br Changes to Office Holders.pdf

Categories: RIA

Please find attached a notice of change to office holders for the CEPU, Electrical, Energy and Services Division NSW Branch.

Kind regards, Annette

Annette Moran
Governance & Compliance Officer

Please note: I work Mondays to Thursdays – if you require assistance on a Friday please contact the office.



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NOTIFICATION OF CHANGES TO RECORDS

(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. [REDACTED]
[REDACTED]
[REDACTED]
3. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Allen Hicks



NATIONAL SECRETARY

Dated: 15 September 2016

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to orgs@fwc.gov.au.]

ANNEXURE A

- Changes to Offices and Office Holders in the CEPU Electrical Energy & Services, Division, New South Wales Branch:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
NSW	01.09.2016	State Councillor – Supply Authorities Section	John Morassutti	Vacant	c/- Lvl 5, 370 Pitt St, SYDNEY NSW 2000	
NSW	01.09.2016	Assistant Branch Secretary	Neville Betts	David McKinley	c/- Lvl 5, 370 Pitt St, SYDNEY NSW 2000	Union Official
NSW	01.09.2016	Divisional Branch delegate to Divisional Council	Neville Betts	David McKinley	c/- Lvl 5, 370 Pitt St, SYDNEY NSW 2000	Union Official

15 September 2016

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers
80 William St
EAST SYDNEY NSW 2011



Via email: orgs@fwc.gov.au

Dear Mr Vale

**CEPU Change of Office Holders
Electrical Division NSW Branch**

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing changes to the office holders. These changes are [REDACTED] the Branch Assistant Secretary and a member of State Council of the Electrical Division's NSW Branch.

Yours faithfully



Allen Hicks
National Secretary

NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

Ph: (02) 9663 3699
Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au

MOLONEY, Carolyn

Subject: FW: Notice to FWC of Change to Office Holders - CEPU ED QLD Branch
Attachments: 160905 Ltr fr AH to FWC_Change to office holders_ED QLD Br.pdf; ED QLD Br Changes to Office Holders.pdf

From: ETU Admin [REDACTED]
Sent: Monday, 5 September 2016 3:40 PM
To: Orgs
Cc: Annette Moran
Subject: Notice to FWC of Change to Office Holders - CEPU ED QLD Branch

Dear Mr Vale,

Please find attached the following for your attention:

1. Letter from Allen Hicks to FWC – Re: Notice of Change of Office Holders; and
2. Notification of Changes to Records in Annual Returns.

Kind Regards,

Yolla Abousleiman
Legal Assistant / Paralegal



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NOTIFICATION OF CHANGES TO RECORDS

(Changes to Records in the Annual Return)

required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009*
and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Allen Hicks, being the National Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Allen Hicks



NATIONAL SECRETARY

Dated: 5 September 2016

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to orgs@fwc.gov.au.]

ANNEXURE A

- Changes to Offices and Office Holders in the CEPU Electrical Energy & Services, Division, Queensland Branch:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
QLD	8.08.2016	State Councillor – Supply Authorities Section	Brenton Muller	Daniel Kilpatrick	c/- 41 Peel St, South Brisbane QLD 4101	Tradesperson
QLD	8.08.2016	State Councillor – Electrical Contracting Section	David Hayes	Jorge Amaya	c/- 41 Peel St, South Brisbane QLD 4101	Tradesperson
QLD	8.08.2016	State Councillor – General Trade Section	Lindsay McPherson	Mitchell Lord	c/- 41 Peel St, South Brisbane QLD 4101	Electrician

1 September 2016

Mr David Vale
Principal Advisor – Regulatory Compliance Branch NSW
Fair Work Commission
Level 8, Terrace Towers
80 William St
EAST SYDNEY NSW 2011



Via email: orgs@fwc.gov.au

Dear Mr Vale

**CEPU Change of Office Holders
Electrical Division QLD Branch - Election of new officers**

Please find attached the declaration prescribed by s.233(2) of the *Fair Work (Registered Organisations) Act 2009* detailing changes to the office holders. These changes are [REDACTED]
[REDACTED] of the Electrical Division's Queensland Branch.

Yours faithfully



Allen Hicks
National Secretary

NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

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30-40 Harcourt Parade
PO Box 380
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Fax: (02) 9663 5599

Email:
admin@etuaustralia.org.au

MOLONEY, Carolyn

Subject: FW: AR2016/148 - CEPU Annual Return
Attachments: 160804 Ltr to FWC fr AH Audit Progress Report.pdf

From: Annette Moran [redacted [u](#)]
Sent: Friday, 5 August 2016 2:22 PM
To: Orgs
Subject: FW: AR2016/148 - CEPU Annual Return

From: Annette Moran
Sent: Thursday, 4 August 2016 3:36 PM
To: 'chris.enright@fwc.org.au' <chris.enright@fwc.org.au>
Subject: AR2016/148 - CEPU Annual Return

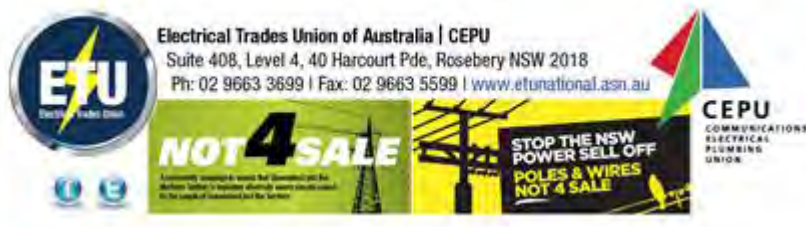
Dear Mr Enright

Please find attached letter from National Secretary, Allen Hicks, regarding progress with the CEPU auditing of membership records.

Kind regards,

Annette Moran
Governance & Compliance Officer

Please note: I work Mondays to Thursdays – if you require assistance on a Friday please contact the office.



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4 August 2016

Email: orgs@fwc.gov.au

Chris Enright
Director – Regulatory Compliance Branch
Fair Work Commission
11 Exhibition St
MELBOURNE VIC 3001

Dear Mr Enright

AR 2016/148 - CEPU Annual Return - Internal Audit of Membership Records

I write in response to your correspondence of 18 July 2016 in which you request we keep you informed of the progress of the auditing process, including the expected timetable for completion.

I can advise that of our 18 branches:

- Seven (7) audits have been completed;
 - Communications Division - NSW T&S & SA Branches
 - Plumbing Division – QLD, VIC & WA Branches;
 - Electrical Division – SA & VIC Branches
 -
- Four (4) are scheduled;
 - Electrical Division – NSW, QLD & WA Branches
 - Communications Division – WA Branch
- Five (5) are either scheduled or soon to be scheduled; and
 - Communications Division – VIC T&S, QLD, TAS Branches
 - Electrical Division – TAS Branch
 - Plumbing Division – NSW Branch
- the dates for the other two (2) have yet to be confirmed
 - Communications Division - NSW P&T; VIC P&T Branches

This is a time and resource consuming process for the auditors and the branches. Being the end of the financial year, it is also a busy time of year for the auditors. To contain costs, we have endeavoured where possible to conduct interstate audits together. These factors have resulted in a projected completion of mid-August with a report to be available by the end of August.

Lodgement of CEPU Financial Reports

This projected completion date may have an impact on the timeliness of the provision of CEPU financial reports to members for the year ended 31 March 2016. Pursuant to s.265(5)(b) of the *Fair Work (Registered Organisations) Act 2009 (the Act)*, in the absence of a general meeting of members to consider the reports, the reports must be provided to members within 5 months of the end of the financial year. This means the CEPU must provide the reports to members by the end of August 2016.



NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

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PO Box 380
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admin@etuaustralia.org.au

As you are aware the general purpose operating report requires that we report the number of persons that were, at the end of the financial year to which the report relates, recorded in the register of members for s.230 of the Act and who are taken to be members of the Union under s.244 of the Act.

One of the outcomes of the audit process will be an accurate properly audited membership figure for the year ended 31 March 2016. While we are anticipating that those figures will be available by the end of August, allowing us to report within the expected timeframe, out of caution we request that pursuant to s265(5)(b) the General Manager extend the deadline for provision of the report to our members by up to a month to allow for delays in the audit process.

I look forward to your response.

Yours sincerely

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

Allen Hicks
NATIONAL SECRETARY



18 July 2016

Mr Allen Hicks
National Secretary
Communications Electrical, Electronic, Energy, Information
Postal, Plumbing and Allied Services Union of Australia (CEPU)
Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018
(by email)

Dear Mr Hicks,

Complete Declaration for Annual Return – AR2016/148

I acknowledge your correspondence dated 28 June 2016, in response to my concerns about the validity of CEPU membership reporting in annual returns.

I acknowledge your advice regarding the actions the CEPU has voluntarily implemented to clarify my concerns and to ensure its compliance with membership reporting obligations, including branch audits by an external auditor and the appointment of Mr Greg Harrison.

I accept your proposal that a final and complete declaration regarding CEPU membership for the 2016 annual return (AR2016/148) be completed and lodged after the finalisation of the auditing process, in order to ensure the matters declared are more fully informed.

Please continue to keep me informed of the progress of the auditing process, including the expected timetable for the completion of the process for each branch. I look forward to receiving the resultant reports as soon as practicable.

Yours Sincerely

Chris Enright

Director

Regulatory Compliance Branch

03 86564680

0417 311380

Fair Work Commission

chris.enright@fwc.gov.au

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8656 4680
International: (613) 8661 7777
Facsimile: (03) 9655 0401
Email: orgs@fwc.gov.au

MOLONEY, Carolyn

From: Annette Moran <[REDACTED]>
Sent: Tuesday, 28 June 2016 11:32 AM
To: chris.enright@fwc.org.au; Orgs
Cc: Michael Wright
Subject: AR2016_148 CEPU Annual Return
Attachments: 160628 Ltr fr AH to FWC CE.pdf

Categories: RIA

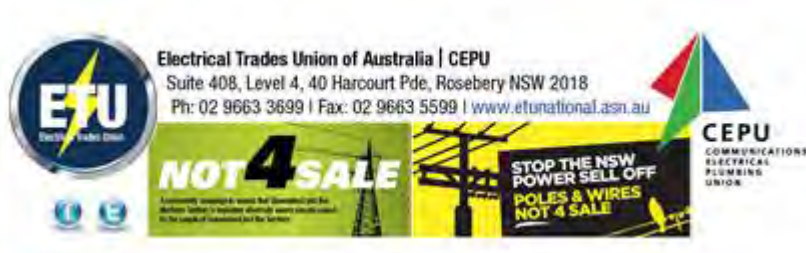
Dear Mr Enright

Please find attached letter from Allen Hicks regarding the CEPU Annual Return and reporting of membership figures.

Kind regards, Annette

Annette Moran
Governance & Compliance Officer

Please note: I work Mondays to Thursdays – if you require assistance on a Friday please contact the office.



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28 June 2016

Mr Chris Enright
Director - Regulatory Compliance Branch
Fair Work Commission
11 Exhibition St
MELBOURNE VIC 3000

By email: chris.enright@fwc.gov.au

Dear Mr Enright

AR2016/148 - CEPU Annual Return & Membership Reporting

I refer to the above and to your correspondence of 27 April 2016 and 18 May 2016 and my correspondence of 10 May 2016.

Out of concern with questions raised over the historical compliance of the CEPU under s.233 and the reporting Guidelines of the *Fair Work (Registered Organisations) Act 2009*, in my correspondence of the 10 May 2016, I indicated a course of action and initiatives to address these concerns with our compliance. I also undertook to implement a series of reforms to strengthen the governance and future reporting capacity of the CEPU. I am now in a position to update you with respect to progress with those initiatives.

To inform myself as to what is required, I travelled to each branch and consulted extensively on how to improve the Union's governance. The key issues discussed were:

- the creation of a mechanism to ensure the Union discharges its reporting obligations; and
- the need for great clarity and assistance to the branches as to what those obligations are.

At the conclusion of the branch meetings, a decision by correspondence was sent to all National Councillors to vote on a suite of recommendations to address these issues. The resolutions passed with the support of the National Council.

Historical Compliance

As a result of that ballot, the National Council has:

- confirmed the appointment of retired FWC Commissioner, Mr Greg Harrison, to conduct an audit into the past compliance of the CEPU with its regulatory obligations.

We have already met with Mr Harrison, have engaged the external auditor and the first of the branch audits is to take place next week. Unfortunately, it is unlikely the process will be complete by 30 June as previously advised. We are however, timetabling the auditing process as expeditiously as possible.



NATIONAL OFFICE

Greg Rayner
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

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PO Box 380
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Ph: (02) 9663 3699
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Email:
admin@etuaustralia.org.au

Future Compliance

Further, as a result of the ballot, the National Council has:

- created the position of a national Governance Officer. This Governance Officer will be the first “national” employee of the CEPU in the amalgamated Union’s history; and
- approved rules alterations to strengthen the powers of the National Secretary to ensure compliance with governance standards. These alterations have been lodged for certification with the FWC.

Finalisation of the CEPU’s 2015 Annual Return

In your correspondence of 18 May 2016 you requested that I lodge a fresh declaration to finalise and file the CEPU’s 2015 annual return of information. However, I think it would be prudent to delay this until the finalisation of the internal audit described above. Notwithstanding this, should the Commission wish for a declaration to be lodged prior, I will of course be more than willing to comply.

Please contact me or Michael Wright of this office should you have any questions.

Yours fraternally

Michael Wright
NATIONAL LEGAL OFFICER

Per Allen Hicks
NATIONAL SECRETARY



27 June 2016

Mr John Adley
Divisional Branch Secretary
South Australian Divisional Branch
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services
Union of Australia
(by email)

Cc: Mr Allen Hicks, National Secretary (by email)

Dear Mr Adley,

Notification of changes made to records [AR2016/148]

I acknowledge receipt on 23 June 2016 of a Notification of Change (the Notification) to the office holders of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU).

This information was lodged with the Fair Work Commission (the Commission) in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly.

The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Date of lodgement	Branch	Change
22 June 2016	Electrical, Energy and Services Division – South Australian Division	Election of Divisional State Councillors

I further note that the Notification provides that the holders of several further offices of Divisional State Councillor vacated their offices at various dates from September 2015 to February 2016. You should note that the RO Act requires that a notification of change must be lodged within 35 days of the change occurring.

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au

However, in this instance I note that the Annual Return of Information lodged by the National Office of the CEPU pursuant to subsection 233(1) of the RO Act on 29 March 2016 indicates that those offices were vacant at that time and that you have previously lodged prescribed information in relation to the vacancies caused by the departure of those former office holders.

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,



James Hall
Senior Adviser
Regulatory Compliance Branch

MOLONEY, Carolyn

From: John Adley [REDACTED] >
Sent: Wednesday, 22 June 2016 11:54 AM
To: Orgs
Cc: Annette Moran
Subject: JH - Notification of changes to records
Attachments: Changes to Office Holders Declaration 22_06_16.pdf; Declaration of changes to records.pdf

Good morning,

Please find attached a declaration and notification of changes to office holders of the CEPU SA Branch.

Regards,

John Adley

Branch Secretary,
CEPU Electrical Energy and Services Division - S.A. Branch

Email : [REDACTED]
Mobile : [REDACTED]
Phone : [REDACTED]
Fax. : [REDACTED]



www.cepusa.com.au

Notice pursuant to s233(2) Fair Work Act (Registered Organisations) Act 2009

Changes to Office Holders – CEPU Electrical Energy and Services Division

South Australian Branch				
Position	Name & Address	Occupation/Trade	Election/Appointment Date	Date Person Ceased To Be An Officer
State Council Members				
- Electrical Contracting Industry	Jason Smith C/O Bob Geraghty House 312 South Rd Richmond SA 5033	Electrician		07/09/15
- Plumbing and Fire Protection	Corey Mutton C/O Bob Geraghty House 312 South Rd Richmond SA 5033	Sprinkler Fitter		09/12/15
- Plumbing and Fire Protection	Doug Buchanan C/O Bob Geraghty House 312 South Rd Richmond SA 5033	Plumber		04/02/16
- Plumbing and Fire Protection	Garth Bush C/O Bob Geraghty House 312 South Rd Richmond SA 5033	Sprinkler Fitter	09/06/16	
- Plumbing and Fire Protection	Scott Steffan C/O Bob Geraghty House 312 South Rd Richmond SA 5033	Plumber	09/06/16	



NOTIFICATION OF CHANGES TO RECORDS required to be kept in accordance with section 230 Fair Work (Registered Organisations) Act 2009 and regulation 147 Fair Work (Registered Organisations) Regulations 2009

I, John Patrick Adley, being the Branch Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal Plumbing and Allied Services Union of Australia (CEPU) Electrical Energy and Services Division South Australian Branch, declare the following:

1. I am the authorised to make this declaration
2. The following is a correct statement of the changes made to the information contained in records required to be kept by the organisation in accordance with s.230(1)(b), (c) and (d) of the *Fair Work (Registered Organisations) Act 2009*:
 - A list of changes to officer and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:

John Adley
Branch Secretary
CEPU Electrical Energy and Services Division – S.A. Branch
Dated: 22nd of June 2016



18 May 2016

Mr Allen Hicks
National Secretary
Communications Electrical, Electronic, Energy, Information
Postal, Plumbing and Allied Services Union of Australia (CEPU)
Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018
(by email)

Dear Mr Hicks,

Concerns about the validity of CEPU membership reporting – AR2016/148

I acknowledge receipt of your correspondence dated 10 May 2016 and that further attachments which had been referred in that correspondence were forwarded on 11 May 2016.

You have requested responses to a number of matters which I will address by setting out your request and my response.

A. Copies of all correspondence in relation to this matter

You refer in your response to multiple pieces of correspondence between various officers of the CEPU and FWC and note that I did not attach all of the correspondence in my letter of 27 April 2016. I can advise that I attached what seemed to be the relevant material and assumed you would have immediate access to all of the correspondence given that the exchanges occurred between the FWC and the National President of the CEPU Mr Rayner and the Secretary of the Queensland Branch of the CWU Mr Phil Hughes (who are both members of the CEPU National Executive).

While I cannot conceive any legitimate reason why members of your National Executive would not immediately provide you with correspondence they had authored or received from the FWC relevant to AR2016/148, I attach copies of all correspondence concerning the CWU within the annual return file AR2016/148.

B. Clarification of the FWC's understanding of registered organisations reporting requirements vis-à-vis any distinction between total and financial membership

In relation to the obligation to report membership numbers as part of the annual return of information, I provide the following information by way of background to clarify the basis of my references to 'membership' figures as compared to 'financial membership' figures:

- Sections 170 to 174 inclusive of the *Fair Work (Registered Organisations) Act* 2009 (the RO Act) make provision for the various ways in which a person who was previously a member of an organisation is no longer deemed to be a member (including, among

others, the provisions in section 172 in relation to removing members who have been non-financial for 24 months);

- Section 230(1)(a) of the RO Act refers to the obligation for an organisation to keep a register of its' members;
- Section 230(2) of the RO Act requires organisations to enter details of each person who becomes a member into a Register of Members, and to remove from that Register each person who ceases to be a member under s 171A of the RO Act or the rules of an organisation within 28 days;
- Section 233(1)(b) of the RO Act refers to the organisation's obligation to lodge a copy of the records required to be kept under s 230(1)(b), (c), and (d), certified to be a correct statement of the information contained in those records;
- Regulation 147(f) of the RO Act regulations prescribes that organisations are required to lodge with their annual return, a record of the number of members as at 31 December of the preceding year;
- Regulation 159 of the RO Act regulations sets out the prescribed information which is to be included in an operating report.

Subject to the legislative provisions I have referred to above, I agree with the interpretation you have articulated on page 2 of your correspondence dated 10 May 2016 which was as follows:

'It is the CEPU's understanding that, with respect to *both* its annual returns and its financial returns [sic] it is obliged to report on its *total* membership – i.e. irrespective of whether the member is financial in accordance with the rules of the Union'.

For the purposes of the annual return, the number of members to be reported is at 31 December each year while for financial reports, the number of members to be reported is at the reporting unit or organisations end of financial year – which in the case of the CEPU is 31 March.

I trust that this clarifies the expectations of the RCB in relation to membership reporting.

C. Guidance on the finalisation of the CEPU's 2015 annual return.

I note your written confirmation of the number of members of the CWUQ. For the purposes of finalising and filing the CEPU's 2015 annual return of information, I require a fresh declaration signed by you on behalf of the CEPU as the registered organisation and I have enclosed a sample declaration for your ease of reference. It is not a requirement for you to submit the lists of office holders unless you choose to do so.

Inquiry or investigation

I note your submission that there '*is no basis for the commencement by the FWC of an inquiry or investigation at this stage.*' Taking into account the historical membership data to which I have previously referred, I do not accept this submission. Nevertheless, I propose to carefully consider your complete response to my letter of 27 April 2016 before deciding whether or what further action should be taken.

It would assist my further consideration if you were to indicate your preparedness or otherwise to provide the FWC with the report anticipated to result from the independent review of membership information that you have advised will be completed by Mr Greg Harrison prior to 30 June 2016.

Publication on FWC AR2016/148

I also note your submission that because there is no '*general deterrence*' or other benefit to be derived from the FWC publishing correspondence relevant to AR2016/148, then in your view, the correspondence should not be published.

I advise that the FWC routinely uploads Annual Returns and associated documents and correspondence to its website as part of the suite of information available about registered organisations. In normal circumstances, the RCB would have simply published this correspondence as part of its regulatory role but I am aware of what appears to be a course of

continuing acrimony which has been publicly demonstrated in recent years concerning the CEPU (and particularly the CWU) and it is my desire to ensure that such correspondence is used for its intended regulatory purpose (i.e. transparency & keeping organisation members informed etc.) and not some other purpose.

It was in that context that I invited you to make any submission you thought appropriate on the issue of the FWC's approach to transparency and publication.

Having now considered the matter, I advise that I propose to continue the FWC's routine and transparent approach to these matters by publishing this and the associated correspondence on the FWC's website associated with AR2016/148.

I invite you to review the annual returns of other registered organisations for similar correspondence such as, for example, the Construction, Forestry, Mining and Energy Union (CFMEU) which is the registered organisation appearing directly beneath the CEPU on the list of federally registered organisations on the FWC website. A cursory review of CFMEU Annual Return AR2016/154 will reveal correspondence not dissimilar to the materials being referred to above.

Should you wish to discuss this matter in the meantime, I can be contacted on the details provided below.

Yours Sincerely



Chris Enright

Director

Regulatory Compliance Branch

03 86564680

0417 311380

Fair Work Commission

chris.enright@fwc.gov.au

enclosed:

Attachment 1.

Correspondence exchanges relevant to AR2016/148

MOLONEY, Carolyn

Subject: FW: AR2016/148
Attachments: 160510 response to Enright.pdf

From: ETU Admin [REDACTED]
Sent: Tuesday, 10 May 2016 5:09 PM
To: ENRIGHT, Chris
Subject: RE: AR2016/148

Dear Mr Enright,

Please find attached a letter for your attention.

Kind Regards,

Yolla Abousleiman
Legal Assistant / Paralegal



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10 May 2016

Mr Chris Enright
Director, Regulatory Compliance Branch
11 Exhibition Street
Melbourne
Vic 3000

By email: chris.enright@fwc.gov.au

Dear Mr Enright,

RE: AR2016/148

I refer to the above and to your correspondence of 27 April 2016. I enclose herewith for your attention:

1. audit report of MGI; and
2. redacted "membership testing" spreadsheet, prepared by MGI.

For the purposes of this correspondence, I adopt the following nomenclature:

- "CEPU" means the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia
- "CWUQ" means the Queensland Branch of the Communications Division of the CEPU
- "FWC" means the Fair Work Commission, as established pursuant to the *Fair Work Act 2009*
- "*FW(RO) Act*" means the *Fair Work (Registered Organisations) Act 2009* (Cth)

At the outset, I confirm that the CEPU takes its governance obligations, including its reporting requirements, extremely seriously.

I advise that the CEPU is not in a position at this time to fully respond to your concerns. Certain documentation referred to in your correspondence has not been provided and certain assumptions appear inconsistent with the CEPU's understanding of its reporting obligations.

Additional Documentation

With respect to documentation, your correspondence refers to multiple pieces of correspondence between various officers of the CEPU and the FWC. Certain of these pieces of correspondence are provided with your letter in full, certain others are provided in part, and finally at least on exchange is not provided at all (namely the letter from Mr Phil Hughes to the CEPU of 30 March and any reply by the FWC).



NATIONAL OFFICE

Greg Raynor
National President

Shane Murphy
National Vice-President

Allen Hicks
National Secretary

Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018

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Email:
admin@etuaustralia.org.au

I ask that the FWC provide all correspondence between it and Mr Rayner, Mr Hughes and any other party external to the FWC concerning this matter. I note in particular your reference to correspondence from Mr Hughes to the FWC of 30 March (and received by the FWC on 6 April).

Reporting requirement re membership

With respect to assumptions, variously within your correspondence reference is made to “membership” as distinct from “financial membership”. Whilst the term “financial membership” is not defined in the *FW(RO) Act*, I understand it to refer to members who have made payment of membership dues¹ in accordance with the rules of the Union., whereas “unfinancial members” are members who have not.

It is the CEPU’s understanding that, with respect to *both* its annual returns and its financial returns it is obliged to report on its *total* membership – i.e. irrespective of whether the member is financial in accordance with the rules of the Union. Your correspondence casts some doubt on this understanding. I ask that you advise on the FWC’s interpretation of registered organisations reporting obligations in this respect – that is to say, are annual returns and financial returns to detail total membership or financial membership.

Upon receipt of your response to the above, I confirm that the CEPU will provide further submissions as may be required.

Notwithstanding this, your correspondence does highlight aspects in which the CEPU’s reporting practices can be improved to provide greater confidence. I now turn to three issues in particular, namely:

- the correct membership numbers for the CWUQ;
- providing certainty with respect to historical compliance; and
- providing certainty with respect to future compliance.

I now deal with each of the above in turn.

CWUQ Membership Numbers

1. Following receipt of your correspondence, I engaged Mr Graeme Kent, Director of Audit and Assurance Services with MGI to conduct an urgent audit of the CWUQ’s membership database.
2. MGI is the auditor of the CEPU National Council, the CEPU Electrical Division and various branches of the Electrical Division. MGI has no current or historical relationship with the CWU or CWUQ.
3. MGI subsequently attended the office of the CWUQ and, as detailed in the attached audit report and spreadsheet, conducted an audit of the membership return of the CWUQ.
4. With respect to the attached spreadsheet, in the interests of privacy I have caused for the names of the members detailed therein to be redacted. No other change has been made to the document provided to MGI. Please advise whether the FWC requires an unredacted copy of this document.
5. As detailed in the audit report, MGI determined that the total members of the CWUQ as at 31 December 2015 was 3628. Please note that this is total membership, inclusive of members who are unfinancial² or exempted from paying membership dues.

¹ put broadly

² Though not “non-financial” within the meaning of section 172 of the *FW(RO) Act*

6. This audited figure of 3628 is consistent with:
 - a. the initial return sent by Mr Rayner; and
 - b. the number you quote from Mr Hughes's correspondence dated 30 March.
7. With respect to the amended number provided by Mr Rayner on 11 February 2016, this appears to have been the financial membership of the CWUQ. Mr Rayner provided this amended number to the FWC in good faith, acting on an understating that the initial number provided by the CWUQ was incorrect and seeking to rectify this error.
8. As can now be seen the CWUQ's original membership as originally reported was correct.
9. In these circumstances I propose that the CEPU lodge a "fresh" annual return – comprising all three Divisions and the National Council. I seek guidance from the FWC whether this process is appropriate to ensure compliance with the reporting obligations under section 233 of the *FW(RO) Act*.
10. Separately, I take this opportunity on behalf of the CEPU to apologise for the unintended confusion arising in relation to this issue.

Historical Compliance

11. Your correspondence raises concerns with the historical compliance of the CEPU under section 233 and the Reporting Guidelines³ of the *FW(RO) Act*. The CEPU takes such concerns seriously.
12. In light of the issues raised by you, the National Executive Officers of the CEPU have resolved to engage Mr Greg Harrison to conduct an independent review of membership information disclosed in previous financial returns and annual returns of the Union. Mr Harrison is being provided with legal and auditing assistance.
13. As a former Commissioner with the FWC and Australian Industrial Relations Commission, with extensive experience with registered organisations, I consider Mr Harrison well placed to conduct such a review.
14. Mr Harrison appreciates the need for this review to be conducted thoroughly and expeditiously. It is my expectation that this review will be completed prior to 30 June 2016.

Future Compliance

15. On consideration of the issues raised in your correspondence, and following discussions within the Union, I am in the process of implementing a further series of reforms to strengthen the governance and reporting capacity of the CEPU.
16. First, the CEPU undertakes from this point on to lodge a single, omnibus annual return.
17. Second, the National Executive Officers have resolved to appoint a "Governance and Compliance Officer" to oversee regulatory compliance across the CEPU and its various reporting units.
18. Third, I am convening a special meeting of the CEPU's National Council to consider a suite of rules changes, including:
 - a. requiring the auditing of membership numbers provided in financial and annual returns;
 - b. strengthening the powers of the National Secretary to ensure compliance with governance standards; and
 - c. enshrining the Governance and Compliance Officer in rule.

³ as contained at Chapter 8, Part 3 of the *FW(RO) Act*

19. It is my belief that, when taken in total the Union is taking determined steps to set and adopt best practice in its governance.

Conclusion

As detailed at the outset, the Union is not in a position at this time to make submission in full. However, given that:

- A. the question of the CWUQ's membership has been resolved;
- B. the initial document lodged by Mr Rayner was correct;
- C. I have apologised for the unnecessary confusion with respect to the CWUQ's membership;
- D. the Union has engaged Mr Harrison to conduct a review of its historical compliance;
- E. the Union is taking steps to further strengthen its governance and reporting capacity; and
- F. the Union is considering additional steps to ensure the CEPU maintains a high standard of accountability,

it is evident that, even on an interim basis, there is no basis for the commencement by the FWC of an inquiry or investigation at this stage.

With respect to the question of FWC's publishing of this matter to this website, again given the above, there is no "general deterrence" or other benefit to be derived from such publication. As such, the CEPU submits that the correspondence not be published.

As is detailed above, I now await from you:

- A. copies of all correspondence in relation to this matter;
- B. clarification of the FWC's understanding of registered organisations' reporting requirements vis-à-vis any distinction between total and financial membership; and
- C. guidance on the finalisation of the CEPU's 2015 annual return.

Please do not hesitate to contact me should you wish to discuss this matter.

Yours faithfully,



Allen Hicks
National Secretary



27 April 2016

Mr Allen Hicks
National Secretary
Communications Electrical, Electronic, Energy, Information
Postal, Plumbing and Allied Services Union of Australia (CEPU)
Suite 408, Level 4
30-40 Harcourt Parade
PO Box 380
Rosebery NSW 2018
(by email)

Dear Mr Hicks,

Concerns about the validity of CEPU membership reporting – AR2016/148

I refer to previous correspondence dated 15 April 2016 from a staff member of the Fair Work Commission (FWC) Regulatory Compliance Branch (RCB) to you and the Divisional Secretary of the Communications Division (CWU) Mr Rayner (attached for your ease of reference).

There are a number of purposes for my current correspondence which include: advising you about a range of concerns regarding the validity of CEPU membership data; requiring the CEPU to comply with various provisions of the *Fair Work (Registered Organisations) Act 2009* (the **RO Act**); and to ascertain what steps you propose to take in order ensure that the FWC can be satisfied the CEPU is meeting its statutory compliance obligations.

Background

The regulatory scheme relevant to federally registered organisations requires that annual returns containing, among other things, membership information for the immediately preceding calendar year, must be lodged by 31 March of each year.

Although the statutory responsibility set out in ss 233(1)(a) & (b) of the RO Act falls to the national offices of registered organisations, prior to 2014, the RCB had absorbed part of the administrative process of national offices by allowing annual return information to be lodged by individual reporting units. This meant that the RCB was necessarily required to conduct often extensive follow up inquiries when a range of reporting units failed to lodge or lodged incomplete or inaccurate annual returns. The difficulties and increasing resources necessary to administer this process led to the RCB amending its practice for the lodgement of annual returns for the 2014 calendar year by requiring **national offices** to lodge single annual returns by 31 March 2015 and to follow a similar process thereafter.

This change was communicated by a range of methodologies including:

- specific correspondence to you dated 20 February 2015 (attached for your ease of reference);
- updated information to the RCB subscribers electronic list;
- updated information on the FWC web site specifically referring to the obligations of the National Secretary and the registered organisation lodging the required information on behalf of all its branches and divisions; and
- a webinar delivered on 18 December 2014 by the RCB and later uploaded onto the FWC web site which specifically referred to the obligations of the National Secretary and the registered organisation lodging the required information on behalf of all its branches and divisions.

It has very recently come to my attention that notwithstanding the correspondence provided specifically to you on 20 February 2015 and the balance of the communications referred to above, the CEPU has continued to lodge separate annual returns of information in relation to its Communications Division (CWU) relevant to the 2014 and 2015 calendar years.

Correspondence relevant to s 233 of the RO Act

By correspondence dated 8 February 2016, the Divisional Secretary of the CWU Mr Greg Rayner lodged annual return information required to be lodged by the CEPU under s 233 of the RO Act. In that correspondence, Mr Rayner provided what he described as the number of members and employees of the CWU as at 31 December 2015.

While it is not clear to me why Mr Rayner lodged this information having regard to the changed practice set out above, Mr Rayner provided the following information:

Members (total for CWU)	22394
Members of the Queensland Branch	3628
Employees (total for CWU)	12

Mr Rayner lodged further correspondence dated 11 February 2016 providing what he described as an amended '*statutory declaration, containing an amendment to our financial membership.*' The effect of this further correspondence was that the amended membership data being reported under s 233 of the RO Act was as follows:

Members (total for CWU)	22152
Members of the Queensland Branch	3386
Employees (total for CWU)	12

On 29 March 2016, the balance of annual return information relevant to the National Office, the Plumbing Division and the Electrical Energy and Services Division for the 2015 calendar year was lodged with the FWC by the CEPU's Governance and Compliance Officer Ms Annette Moran. I acknowledge that an associated declaration required by s 233(1)(a) was provided by you.

Correspondence from the Queensland Branch of the CWU

On 6 April 2016, the FWC received correspondence dated 30 March 2016 from the Secretary of the Queensland Branch of the CWU Mr Phil Hughes. The correspondence from Mr Hughes purported to certify that the Queensland Branch had maintained a register of members as required by 233(1) of the RAO Schedule [sic] and that a correct statement of the information contained in the records as at 31 December 2015 was as follows:

Total Financial (Male)	2417
Total Financial (Female)	1211
Total Membership as at 31/12/2015	3628

While it is not clear why Mr Hughes was lodging this information, it is clear that the total Queensland Branch membership number provided by Mr Hughes purporting to be for the same period, was different to the most recent Queensland Branch membership number provided by Mr Rayner in his amended information dated 11 February 2016.

Concerns to this stage

Up until this stage, the initial concerns of the FWC included the following:

- It is not clear why the Divisional Secretary of the CWU (Mr Rayner) provided Annual Return data at all. This data should have been included in the CEPU data which was lodged by and on behalf of the National Office on 29 March 2016;
- In his initial correspondence dated 8 February 2016, Mr Rayner referred to 'SECTION 233 – OBLIGATIONS TO LODGE INFORMATION WITH FWA' [sic]. In an extraordinary statement, Mr Rayner referred to the declaration required by 233(1) of the RO Act and purported that the declaration '*will be provided following advice from Branches in accordance with Sub-rule 50(c) of the Communications Division Rules. This will be provided in early May 2016*';
- While Sub-rule 50(c) of the CWU rules may be relevant to the process by which the CEPU meets its financial reporting requirements, it does not appear relevant to the reporting obligations of s 233 of the RO Act and in any event, there are no circumstances in which any officer of the CEPU can purport to abrogate the legislative requirements of the RO Act by referring to organisational rules;
- Subsequent to his initial correspondence dated 8 February 2016, by further correspondence dated 11 February 2016 Mr Rayner sought to amend the membership data relevant to the Queensland Branch of the CWU to reflect 3386 members;
- It is not clear why the Secretary of the Queensland Branch then provided correspondence dated 30 March 2016 (received by FWC on 6 April 2016) concerning data required under s 233 of the RO Act;
- In his correspondence dated 30 March 2016, Mr Hughes referred to '*paragraph 233(1) of the RAO Schedule*' which is redundant legislation that existed prior to the commencement of the RO Act in mid 2009;
- In his correspondence dated 30 March 2016, Mr Hughes cited the membership of the Queensland Branch of the CWU as being 3628 which was the original membership number contained in the Divisional Secretary Mr Rayner's correspondence dated 8 February 2016 before he sought to amend that number;
- At the very least, one of the membership numbers being cited either by Mr Hughes or Mr Rayner for the Queensland Branch must be incorrect although it is by no means clear which, if either, is actually correct.

Correspondence from the FWC

An important part of the regulatory framework requires the FWC to be satisfied that an organisation has met the legislative obligations set out in s 233. Having received the various lodgements and correspondence referred to above, staff of the RCB attempted to assess whether or how the information lodged complied with s 233.

It was clear to the RCB that s 233 of the RO Act had not been complied with for a number of reasons including most obviously that an appropriate and requisite statement by a secretary or other prescribed officer of the organisation had not been provided and that the membership data concerning the Queensland Branch remained entirely equivocal.

By correspondence dated 15 April 2016 addressed both to you and the Divisional Secretary Mr Rayner, staff of the FWC attempted to resolve this unsatisfactory situation by requiring the following:

- A declaration in accordance with s 233(1)(a) of the RO Act signed by the secretary or other prescribed officer of the CEPU certifying that the register of its members has during the immediately preceding calendar year, been kept and maintained as required by ss 230(1)(a) and 230(2) of the RO Act; and
- Confirmation of the correct number of members in the CWU (and therefore CEPU).

I concede at this point that in an effort to be pragmatic, the FWC erred by allowing that the declaration could have been provided either by you as the National Secretary of the CEPU or Mr Rayner as the Divisional Secretary of the CWU. In hindsight, the FWC should have required the declaration and confirmation to have been provided by you because even at that stage, the CEPU had failed to properly comply with the statutory obligations set out in s 233 which is enforceable as a civil penalty provision against the national office of the CEPU.

The consequences of that error by the FWC can be found in the entirely inadequate response received from the CWU to which I will now turn.

Response by the CWU

Accepting that the FWC erred by not strictly requiring you to provide the declaration under s 233, I note the following matters:

- In a document headed 'Statutory Declaration,' dated 20 April 2016, which was enclosed with correspondence from the CWU, the Divisional Secretary Greg Rayner declared '*for the year ended 31 March 2016, the Register of Members have [sic] been kept....*'
- Attached to Mr Rayner's correspondence was further correspondence from the Secretary of the Queensland Branch Mr Hughes dated 13 April 2016. In Mr Hughes' correspondence he referred to the CEPU financial year ended 31 March 2016 and that a register of members had been maintained for that financial year. Mr Hughes included that the '*number of financial members for the Queensland Branch as at 31 March 2016 was as follows:*'

Total financial(Male)	2,292
Total financial (Female)	1,142
(not totalled by Mr Hughes but total is)	3,434

Concerns regarding further correspondence

In addition to the concerns articulated above with respect to earlier CEPU correspondence and information, the correspondence from Mr Rayner and Mr Hughes provided in response to a request by the FWC raised further concerns including the following:

- Notwithstanding that the FWC correspondence dated 15 April 2016 required a s 233(1) declaration signed by either you or the Divisional Secretary relevant to the '*immediately preceding calendar year*' (my emphasis), Mr Rayner erroneously provided a declaration relating to the '*year ended 31 March 2016*';
- As was made clear by the FWC 15 April 2016 correspondence, the s 233 annual return membership data relates to the calendar year and requires the membership data as of 31 December and not 31 March;
- By letter dated 13 April 2016 (two days prior to the FWC request) the Queensland Branch Secretary Mr Hughes also erroneously referred to the CEPU financial year and that a Register of Members had been kept. While he did not add the total financial membership numbers, the effect of Mr Hughes' certification was that as of 31 March 2016, there were 3,434 members of the Queensland Branch;
- The Queensland Branch total membership number of 3,434 provided by Mr Hughes purporting to be provided under the rules of the CEPU clearly does not relate to the 2015 calendar year ending 31 December 2015 and is different to the membership data provided by Mr Hughes in his correspondence of 30 March 2016;
- The Queensland Branch membership number of 3,434 in Mr Hughes' 13 April 2016 correspondence is the fourth different membership number provided for that Branch because not only is it different to the earlier membership provided by Mr Hughes, it is also different to the two Queensland Branch membership numbers provided by Mr Rayner in his correspondence dated 9 February 2016 and 11 February 2016 respectively.

Since receiving this further correspondence, the RCB has been required to devote significant but scarce regulatory resources to attempt to make sense of, or at the very least understand, these CEPU lodgements.

Review of CEPU membership data 2009 – 2015

The extraordinary and equivocal membership data purportedly being lodged by the CEPU to meet its statutory obligations is unacceptable and in my view, potentially contravenes s 233 of the RO Act.

I am aware that you have previously been advised that s 233 of the RO Act is a civil penalty provision. I take this further opportunity to remind you about the specific provisions of s 233(3) of the RO Act which are as follows:

A person must not, in a declaration for the purposes of this section, make a statement if the person knows, or is reckless as to whether, the statement is false or misleading.

CEPU Membership Data

The circumstances of this matter have given me cause to consider the broader membership data of the CEPU and the extent to which the organisation is meeting its statutory obligations.

As a consequence, I have conducted a preliminary review of CEPU membership from Annual Returns and Financial Reports between 2009 and 2015 and I provide the table below based on that review.

Table 1: CEPU membership from Annual Returns and Financial Reports

CEPU	2009	2010	2011	2012	2013	2014	2015
AR	106,992	106,298	108,666	113,833	112,049	113,387	?????? ¹
FR	127,369	121,365	115,000	110,000	110,000	98,383	113,387

Note: the AR membership numbers above are reported as at 31 December each year

It is apparent to me from this table that contrary to the statutory requirements set out in the RO Act, the historical and ongoing membership numbers being reported in both annual returns and financial reports by the CEPU are, at the least, problematic.

Even assuming that one of the total CEPU membership numbers of 105,339 provided in the correspondence for AR2016/148 may be even proximate to the correct number,² it is difficult to understand how the CEPU total membership could reduce in annual returns between 2014 and 2015 by around 8,000 members while the financial membership numbers between the same years (2014 and 2015) reportedly increased by around 15,000 members.

Further, it is unlikely that true financial membership totals could legitimately be rounded to the nearest 5,000 in the three consecutive reporting years of 2011, 2012 and 2013 or that the CEPU could record the identical number of financial members in two consecutive financial years of 2012 and 2013. In my view, it is just as unlikely that the CEPU could legitimately record the same membership total for the 2014 annual return as it has for the 2015 financial return because they require reporting from different periods in time.

While I do not at this stage propose to speculate about what might be occurring, if the CEPU is 'estimating' its financial or other membership numbers and auditors are endorsing the resultant financial reports, that would be a matter of very significant concern to the FWC for a range of reasons, not least of which relate to potential contraventions of the civil penalty provisions in the RO Act and the integrity of CEPU reporting more broadly.

In addition, I have reminded you above about the specific provision of s 233(3) of the RO Act which proscribes intentional or reckless false or misleading information.

¹ A range of total CEPU membership numbers are possible from data submitted by the CEPU for AR2016/148 one of which is 105,339 although the accuracy of that number is by no means clear

² One of a number of possible CEPU membership totals for AR 2016/148

Summary of concerns

For the purposes of clarity, I summarise here the concerns of the FWC which have emerged from these circumstances:

1. It is not clear why the Divisional Secretary of the CWU (Mr Rayner) provided Annual Return data at all. This data should have been included in the CEPU data lodged by and on behalf of the National Office (which was lodged on 29 March 2016).
2. It is not clear why the Divisional Secretary of the CWU erroneously titled simple correspondences as 'Commonwealth of Australia Statutory Declaration' and referred to these as being 'Statutory Declarations' when they bear no resemblance to Statutory Declarations.
3. It is even less clear why the Secretary of the Queensland Branch Mr Hughes provided Annual Return data at all or why in some of his correspondence, he referred to legislation which was repealed in 2009. The relevant data should have been provided by you as the National Secretary to comply with the RO Act.
4. In his correspondence dated 8 February 2016, Mr Rayner sought to rely on what he described as Sub-rule 50(c) of the Communication Division rules to abrogate the statutory responsibility of the CEPU under s 233(1) of the RO Act.
5. Four (4) different Queensland Divisional Branch membership total numbers have been provided within the correspondence from Mr Rayner and Mr Hughes purporting to comply with the obligation of the CEPU under s 233 – it is not possible for all of those 4 different membership numbers to be correct although it is possible that none of them are correct for the purposes of s 233.
6. As of the date of this correspondence, the National Office of the CEPU has failed to provide either valid membership data or an appropriate declaration concerning that data in accordance with s 233 relevant to calendar year of 2015.
7. There appears to be further doubt about the integrity of historical membership data lodged by the CEPU in financial reports and annual returns given, at the least, that membership numbers appear to have been rounded out in three consecutive years and data being reported in several different years appears to be identical.

Conclusion

Significant concerns about the integrity of CEPU membership data have emerged and I advise that the FWC is remedying its previous error which allowed CEPU reporting units to provide responses to annual return membership data in response to the statutory obligations of the National Office.

I propose to set out below the immediate and medium term obligations of the CEPU.

Immediate requirements

For an abundance of clarity, the National Office of the CEPU is required to comply with its statutory obligations under s 233 of the RO Act. In order to comply with s 233(1), you are required to:

- (a) lodge the correct information required by s 233 in terms of the **total** membership data of the CEPU; and
- (b) provide the relevant declaration under s 233(1)(b) certifying that the register of members of the CEPU has, during the immediately preceding calendar year (2015) has been kept and maintained.

I note that in his declaration of 20 April 2016, the CWU Divisional Secretary Mr Rayner referred to the following:

'I make this declaration relying on the attached statements provided by the following Branches.'

I also take this opportunity to remind you of your obligations as the National Secretary and office holder of the CEPU under ss 285 to 287 of the RO Act. It is clear from the contents of this correspondence that incorrect membership data must have been provided to the FWC and that the broader integrity of CEPU membership data has become a significant issue. It is clear that reliance on information provided by CEPU reporting units has not been sufficient to meet the statutory requirements of the RO Act.

Medium Term

The key aim of the Commission's regulatory activities with respect to registered organisations is to ensure high levels of voluntary compliance by registered organisations with their legislative obligations. Other objectives include ensuring:

- efficient financial management and effective operation of registered organisations; and
- high standards of accountability of registered organisations to their members.

To ensure transparency and to provide members of registered organisations with information to gauge the performance of committees of management and other office holders, the RCB regularly publishes correspondence exchanged in relation to membership and annual return information. It is currently proposed to publish the exchange of information referred to in this correspondence on the FWC Web site under AR2016/148.

I am also considering whether the FWC should commence an inquiry or investigation under s 330 or 331 of the RO Act in response to the issues emerging in this correspondence.

Before I take any further steps, I invite submissions from the CEPU concerning:

- a. What action the CEPU proposes to take to satisfy the FWC about the integrity of the historical membership data referred to in Table 1. above;
- b. What action the CEPU proposes to take to ensure the integrity of future membership data;
- c. Whether, in accordance with the routine approach of the RCB, the exchange of this correspondence and other documents referred to above should be published on the FWC website under AR2016/148; and
- d. Whether the FWC should commence an inquiry or investigation under s 330 or s 331 of the RO Act.

The information required by the RO Act as set out above and any submission the CEPU chooses to make are required to be lodged by **Tuesday 10 May 2016.**

Should you like to discuss the matter in the meantime, I can be contacted on the details provided below.

Yours Sincerely



Chris Enright

Director
Regulatory Compliance Branch
Fair Work Commission
03 8656 4680
0417 311380
chris.enright@fwc.gov.au

enclosed:

Attachment 1.

Letter to Mr Allen Hicks from the FWC dated 20 February 2015

Attachment 2.

Page 2 of correspondence dated 8 February 2016 from Mr Rayner to the FWC referring to Sub-rule 50(c) of the CWU Rules

Attachment 3

Page 8. of correspondence dated 8 February 2016 from Mr Rayner to the FWC citing membership numbers of the CWU

Attachment 4

Letter dated 11 February 2016 from Mr Rayner to the FWC amending the Queensland Branch and CWU membership numbers

Attachment 5

Letter to Mr Allen Hicks and Mr Gregory Rayner from the FWC dated 15 April 2016

Attachment 6

Correspondence titled 'Statutory Declaration' dated 20 April 2016 from Mr Rayner and letter dated 13 April 2016 from Mr Hughes to the FWC providing a different membership number for the Queensland Branch



20 April 2016

Mr Allen Hicks and Mr Gregory Rayner
National Secretary & Divisional Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
(by email)

Dear Messrs Hicks and Rayner,

Notification of changes made to records [AR2016/148]

I acknowledge receipt of a Notification of Change to an office holder of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia.

This information was lodged with the Fair Work Commission (the Commission) on 19 April 2016 in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). Our records have been updated accordingly. The document can be viewed on the Commission Website through the list of Registered Organisations - <https://www.fwc.gov.au/registered-organisations/find-registered-organisations>

Thank you for the notification.

Yours sincerely,

Carolyn Moloney
Regulatory Compliance Branch

MOLONEY, Carolyn

Subject: FW: CEPU, COMMUNICATIONS DIVISION ANNUAL RETURN OF INFORMATION CONTAINED IN RECORDS KEPT BY ORGANISATION - SECTION 233 FW(RO) ACT
Attachments: gen28.pdf

From: Lee Caligiore [mailto: [REDACTED]]
Sent: Wednesday, 20 April 2016 3:08 PM
To: Orgs
Cc: sydney@fwc.gov.au
Subject: CEPU, COMMUNICATIONS DIVISION ANNUAL RETURN OF INFORMATION CONTAINED IN RECORDS KEPT BY ORGANISATION - SECTION 233 FW(RO) ACT

Forwarded for your info.

Regards,

Lee Caligiore

Administration Officer
CWU National Office
Level 9
365 Queen Street
Melbourne Victoria 3000 Australia

t: [REDACTED]
e: [REDACTED] w: www.cwu.org.au



Think before you print: 1 ream of paper = 6% of a tree and 5.4kg of CO2 in the atmosphere. 3 sheets of A4 paper = 1 litre of water.

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GEN 16/28
5.0-001

20th April, 2016

The General Manager,
Fair Work Commission,
4/11 Exhibition Street,
MELBOURNE, VIC. 3000.

Email: orgs@fwc.gov.au

Dear Sir

RE: **CEPU, COMMUNICATIONS DIVISION ANNUAL RETURN OF INFORMATION CONTAINED
IN RECORDS KEPT BY ORGANISATION – SECTION 233 FW(RO) ACT**

Please find attached my declaration pursuant to the above regulation. Kindly advise if you require any further information.

Yours faithfully,



Greg Rayner,
DIVISIONAL SECRETARY.

Enc.

GR:lc

cc: sydney@fwa.gov.au

Level 9, 365 Queen Street, Melbourne Vic 3000 (Australia)

cwu.org.au

P (03) 9349 2100

F (03) 9642 0333

E cwu@cwu.org.au

ABN 22 401 014 998 A Division of CEPU

Shane Murphy Divisional President
John O'Donnell Divisional Assistant Secretary (Telecommunications)
Bernie Clarke Divisional Vice-President

Greg Rayner Divisional Secretary
Nicole Robinson Divisional Assistant Secretary (Postal)
Lisa-Maree Bahls Divisional Vice-President (AA)

Commonwealth of Australia

STATUTORY DECLARATION

DECLARATION BY GREG RAYNER

- I am the Communications Division Divisional Secretary
- I make this Declaration pursuant to Section 233(1) and (2) of the Fair Work (Registered Organisation) Act.
- The Communications Division has eight Branches.
- I make this declaration relying on the attached statements provided by the following Branches:
 - NSW P&T Branch
 - NSW T&S Branch
 - Victoria T&S Branch
 - Victoria P&T Branch
 - Queensland Branch
 - WA Branch
 - SA/NT Branch
 - Tasmanian Branch
- I declare that for the year ended 31 March 2016, the Register of Members have been kept and maintained by our Branches as required by subsection 230(1)(a) and subsection 230(2) of Fair Work (Registered Organisations) Act 2009.



Greg Rayner
Divisional Secretary
20 April 2016



**COMMUNICATIONS ELECTRICAL PLUMBING UNION
NSW POSTAL & TELECOMMUNICATIONS BRANCH**

ABN 81 643 762 631

Level 3, 81 George Street Parramatta NSW 2150 | PO Box 250 Parramatta NSW 2124
Phone: (02) 9893 7822 | Fax: (02) 9893 7396 | Email: admina@cepu.org | Web: www.cepu.org

Our Ref: 452/1

12 April 2016

Mr Greg Rayner
Divisional Secretary
CEPU Communications Division

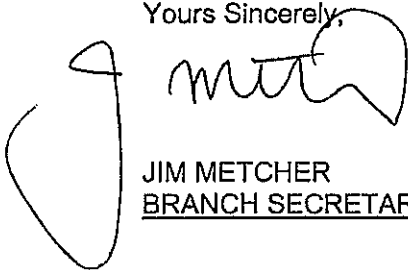
By Facsimile

Re: REGISTRATION OF MEMBERS
NSW POSTAL AND TELECOMMUNICATIONS BRANCH

Dear Greg,

Please be advised that in accordance with CEPU Communications Divisional Rule 50(c), the New South Wales (Postal and Telecommunications) Branch has during the period of 1 April 2015 to 31 March 2016 maintained its register of members in accordance with Rule 50.

Yours Sincerely,



JIM METCHER
BRANCH SECRETARY

Connecting
our community

Greg Rayner
Divisional Secretary
CWU Communications Division
Level 9, 365 Queen Street
MELBOURNE VIC 3000

Dear Greg,

Register of Members

I certify that the Branch has for the year ending 31 March 2016.

(a) kept and maintained a register of members as required by sub-rule 50(c)

(b) kept a copy of the records that is a correct statement of the information contained in those records.

Yours sincerely



Alex Jansen
Branch Secretary
13 April 2016

50-001

14 April 2016

Greg Rayner
Divisional Secretary
CEPU Communications Division
9th Floor
365 Queen Street
MELBOURNE VIC 3000



Postal & Telecommunications
Branch of Victoria
Division of the CEPU

PO Box 14
Brunswick West
Victoria 3055

Ph: (03) 9387 0189
Fax: (03) 9387 3512
Website: www.cwu.vic.asn.au
Email: office@cwuvic.asn.au

Dear Greg

RE: Compliance with Rule 50 (c) – Register of Members

I wish to confirm that during the union's financial year 1 April 2015 to 31 March 2016 that the Register of Members was maintained in accordance with Rule 50 of the registered rules of the Communications Division of the CEPU.

In solidarity

A handwritten signature in blue ink, which appears to read 'L. Lazaro', is positioned above the typed name of the signatory.

Leroy Lazaro
Secretary
Communication Workers Union
Postal & Telecommunications Branch Victoria

Ref: VB 16/29
13th April 2016.

Mr G.Rayner
Divisional Secretary,
As Addressed.

Email: [REDACTED]

Dear Mr. Rayner,

REGISTER OF MEMBERS: TELECOMMUNICATIONS & SERVICES BRANCH VICTORIA

In accordance with Rule 50(c):

I certify that the Branch has for the year ending 31st March 2016:

- (a) kept and maintained a register of members as required by sub-rule 230(1)(a) and 230(2) of the Fair Work (Registered Organisations) Act 2009.
- (b) kept a copy of the records that is a correct statement of the information contained in those records.

Yours faithfully



JOHN ELLERY
Secretary
CWU (T&S) Vic

2016-04-12
13th April 2016

Mr Greg Raynor
Divisional Secretary
CWUnion Australia
Level 9, 365 Queen Street
MELBOURNE VIC 3000

Dear Colleague

Re **REGISTER OF MEMBERS**

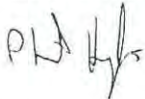
This is to certify that pursuant to Rule 29 – Sub Rule 50 (c)

- (a) During the Union's Financial Year 1st April 2015 to 31 March 2016, the Register of Members has been maintained in accordance with this Rule
- (b) kept a copy of the records that is a correct statement of the information contained in those records.

The number of financial members for the Queensland Branch as at 31st March 2016 was as follows:-

	<u>Male</u>	<u>Female</u>
Postal	1397	1078
Technical & IT	895	64
TOTAL FINANCIAL	2292	1142

Yours faithfully



Phil Hughes
State Branch Secretary
Communication Workers Union (Qld)

18th April 2016

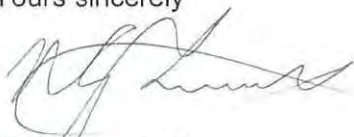
Mr. Greg Rayner
Divisional Secretary
Communication Workers Union
Level 9, 365 Queen Street
Melbourne VIC 3000

Dear Colleague,

RE: Register of Members

Please be advised that the Communication Workers Union SA/NT Branch has kept and maintained the register of members for the financial year ending 31st March 2016 in accordance with rule 29.

Yours sincerely



Nick Townsend
Branch Secretary
CWU SA/NT Branch

Ref 5.01/001

19 April 2016

Greg Rayner
Divisional Secretary
CEPU Communications Division
Level 9, 365 Queen Street
MELBOURNE VIC 3000

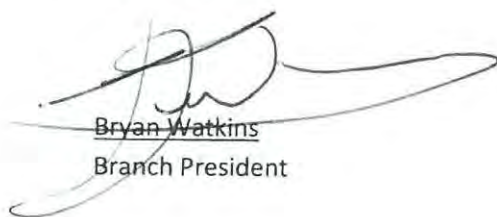
Dear Sir,

Register of Members

I certify that the Branch has for the year ending 31 December 2015:

- (a) Kept and maintained a Register of Members as required by Section 233 (1) of the Registered Organisations Schedule and
- (b) Kept a copy of the records that is a correct statement of the information contained in those records.

Yours sincerely



Bryan Watkins
Branch President

14 April 2016



Communications, Electrical,
Electronic, Energy, Information,
Postal, Plumbing and Allied Services
Union of Australia

Hobart

105 New Town Road
NEW TOWN TAS 7008
Ph: 03 6228 0098
Fax: 03 6228 7557
Email: info@ceputas.com.au
Website: www.ceputas.com.au

ABN: 18 172 840 055

Greg Rayner
National Secretary
Communication Workers Union

Via email: [REDACTED]

Dear Greg, **Re - TAS Branch Keeping of Member Register and Financial Members at 31 March 2016**

I wish to advise that as is required, a register of members for the 2015-16 financial year was maintained by the Tasmanian Communications Division in accordance with Rule 50.

I can also advise that for determining the appropriate level of representation to the CEPU National Council and other appropriate bodies at the 31st of March 2016 there were 466 Financial Members of the Tasmanian Branch.

Regards

David F Moore

David Moore

MOLONEY, Carolyn

Subject: FW: AMENDMENT - CEPU - COMMUNICATIONS DIVISION - Vacant position filled - Branch President (honorary) - Victoria Telecommunications and Services Branch
Attachments: gen29.pdf

From: Lee Caligiore [REDACTED]
Sent: Tuesday, 19 April 2016 3:34 PM
To: Orgs
Cc: HICKS ALLEN (National and Divisional Secretary) [REDACTED]
Subject: AMENDMENT - CEPU - COMMUNICATIONS DIVISION - Vacant position filled - Branch President (honorary) - Victoria Telecommunications and Services Branch

Forwarded for your info

Regards,

Lee Caligiore

Administration Officer
CWU National Office
Level 9
365 Queen Street
Melbourne Victoria 3000 Australia

t: [REDACTED]
e: [REDACTED] w: www.cwu.org.au



Think before you print: 1 ream of paper = 6% of a tree and 5.4kg of CO2 in the atmosphere. 3 sheets of A4 paper = 1 litre of water.

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GEN 16/29
5.0-001

19th April, 2016

The General Manager,
Fair Work Commission,
Level 4/11 Exhibition Street,
MELBOURNE, VIC. 3000
Emailed: orgs@fwc.gov.au.

Dear Sir,

Re: **AMENDMENT – CEPU – COMMUNICATIONS DIVISION**
Vacant position filled – Branch President (honorary) - Victoria Telecommunications and Services Branch

Please find attached my statutory declaration in regards to the above mentioned amendment.

Also attached is a copy of the AEC Declaration of Results for the Branch President (honorary) position.

Yours faithfully,



Greg Rayner,
DIVISIONAL SECRETARY.

Enc.

cc: Mr. A. Hicks [REDACTED]

GR:lc

Level 9, 365 Queen Street, Melbourne Vic 3000 (Australia)

cwu.org.au

P (03) 9349 2100

F (03) 9642 0333

E cwu@cwu.org.au

ABN 22 401 014 998 A Division of CEPU

Shane Murphy Divisional President
John O'Donnell Divisional Assistant Secretary (Telecommunications)
Bernie Clarke Divisional Vice-President

Greg Rayner Divisional Secretary
Nicole Robinson Divisional Assistant Secretary (Postal)
Lisa-Maree Bahls Divisional Vice-President (AA)

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return)
required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act*
2009 and regulation 147 *Fair Work (Registered Organisations) Regulations* 2009**

I, Greg Rayner, being the Divisional Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia – Communications Division, declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act* 2009:
 - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Dated:

19 April 2016.

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

Branch	Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder (for privacy reasons, we recommend NOT a private address)	Occupation of <u>New</u> Office Holder
<i>Victoria T&S</i>	<i>16.3.16</i>	<i>Branch President (honorary)</i>	<i>Vacant</i>	<i>Election</i>	<i>Roger Bland</i>	<i>c/- 3rd Floor, New Building Trades Hall, Cnr. Lygon & Victoria Streets, Carlton South, Vic. 3053</i>	<i>CFW B7</i>

**Communications, Electrical, Electronic, Energy,
Information, Postal, Plumbing & Allied Services Union
Office Bearer**

Declaration of Results for Uncontested Offices

Below are the results of the election for the following offices, conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation.

Victoria Telecommunications and Services Branch – E2016/57

Branch President (honorary)

Candidates

BLAND, Roger

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



Jeff Webb
Returning Officer

16 March 2016



15 April 2016

Mr Allen Hicks and Mr Gregory Rayner
National Secretary and Communications Division Secretary
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia
(by email)

Dear Mr Hicks and Mr Rayner,

Annual Return of Information for 2016 [AR2016/148]

I acknowledge receipt on 9 February 2016 of the Declaration of Mr Rayner, providing information in accordance with subsection 233(1) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act) in relation to the Communications Division of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (CEPU).

The documents lodged do not include all of the required information for the 2016 Annual Return of Information of the CEPU in relation to its Communications Division. In particular the following is required:

- In accordance with section 233(1)(a) of the RO Act, a declaration signed by the secretary or other prescribed officer of the CEPU or its Communications Division, certifying that the register of its members of the Communications Division has, during the immediately preceding calendar year, been kept and maintained as required by paragraph 230(1)(a) and subsection 230(2) of the RO Act. To date, a declaration to this effect pertaining to the Communications Division has only been provided in relation to the Queensland Divisional Branch of the Division. I note the statement in Mr Rayner's covering letter of the Communications Division lodgement of the annual return that this declaration would be provided in May 2016, following advice from Branches of the Division in accordance with sub-rule 50(c) of the rules of the Communications Division. However, I remind you that s.233 of the RO Act is a civil penalty provision, and that Regulation 149 of the *Fair Work (Registered Organisations) Regulations 2009* specifies that the prescribed period for lodging the information required under s.233 of the Act is "any time during the period of 3 months beginning on 1 January". A single declaration, signed by either the National or Divisional Secretary will suffice.
- Confirmation of the correct number of members in the Communications Division – I note the declaration of Mr Rayner, dated 11 February 2016, which provided a correction to the previously reported membership numbers of the Queensland Divisional Branch, and subsequently, a correction to the total number of members in the Communications Division. The corrected statement showed that there were 3386 members in the Queensland Divisional Branch, and not 3628 as previously reported. However, a separate statement signed by Queensland Divisional Branch Secretary, Phil Hughes, dated 30 March 2016, stated that as at 31 December 2015 the Queensland Divisional Branch had 3628 members. To clarify this discrepancy, please provide a further declaration stating the correct number of members of the Communications Division as at 31 December 2015. This may be done within the declaration requested above.

The annual return of information of the CEPU cannot be filed until the discrepancies outlined above are rectified.

In order to assist organisations to comply with the requirements of subsection 233(1) of the RO Act a template annual return is available on the [fact-sheets](#) page of our website. The CEPU is encouraged to use this template in future years.

Yours sincerely

Carolyn Moloney
Regulatory Compliance Branch

2016-03
30th March 2016

Mr David Vale
Delegate of the Fair Work Commission
Level 8, Terrace Towers
80 William Street
EAST SYDNEY NSW 2011

david.vale@fwc.gov.au

Dear Colleague

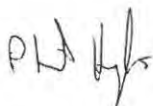
Re **REGISTER OF MEMBERS**

I certify that the Branch has for the year ending 31 December 2015:

- (a) kept and maintained a register of members as required by paragraph 233(1) of the RAO Schedule
- (b) kept a copy of the records that is a correct statement of the information contained in those records.

	<u>Male</u>	<u>Female</u>
Postal	1478	1145
Technical & IT	939	66
TOTAL MEMBERSHIP	2417	1211
AS AT 31/12/15 – (3628)		

Yours faithfully



Phil Hughes
State Branch Secretary
Communication Workers Union (Qld)



MOLONEY,Carolyn

From: Annette Moran [REDACTED]
Sent: Tuesday, 29 March 2016 11:03 AM
To: Orgs
Subject: CM - AR2016/148 - ON CMS - CEPU Annual Return - National Council, Electrical Energy & Services & Plumbing Divisions YE 31 Dec 2015
Attachments: 160326 Ltr fr AH to FWC Lodgement of Annual Return.pdf; ATT00001.htm; CEPU Annual Return 2016 NC ED PD.pdf; ATT00002.htm; Nat Sec Declaration CEPU Annual Return 2016.pdf; ATT00003.htm

Categories: RIA

Subject: CEPU Annual Return - National Council, Electrical Energy & Services & Plumbing Divisions YE 31 Dec 2015

Please find attached:

- Letter from National Secretary, Allen Hicks;
- CEPU Annual Return – Annexure A – National Council, Electrical & Plumbing Divisions;
- National Secretary's Declaration

If you have any questions regarding this matter, please contact Allen Hicks or Annette Moran at this office.

Kind regards, Annette

Annette Moran

Governance & Compliance Officer

Please note: I work Mondays to Thursdays – if you require assistance on a Friday please contact the office.

The information contained in the e-mail is intended only for the use of the person(s) to whom it is addressed and may be confidential or contain legally privileged information. If you are not the intended recipient you are notified that any perusal, use, distribution, copying or disclosure is strictly prohibited. If you have received this e-mail in error please immediately advise us by return e-mail and delete the e-mail document without making a copy.

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Fair Work (Registered Organisations) Act 2009

RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS

Annual Return for YE 31 December 2016

CEPU NATIONAL COUNCIL

ELECTRICAL DIVISION

&

PLUMBING DIVISION

Annual Return for 2016

SECTION 230 (1)(b) A list of the offices in the National Council and Electrical & Plumbing Divisions

NATIONAL COUNCIL OFFICES

National Executive Officers

National President	1
National Vice President	1
National Secretary	1
Assistant National Secretary	1
National Council Member	37 (incl 4 National Executive Officers)
National Executive Member	16 (incl 4 National Executive Officers)

ELECTRICAL DIVISION OFFICES

Divisional Officers

Divisional President (Honorary)	1
Divisional Vice-President (Honorary)	2
Divisional Secretary	1
Divisional Assistant Secretary	1
Divisional Councillor	22 (incl 4 Divisional Officers)
Divisional Executive member	10 (incl 4 Divisional Officers)
Divisional Executive Committee member	4 (comprising 4 Divisional Officers)

Branch Officers

Branch Divisional President (Honorary)	6
Branch Divisional Vice-President (Honorary)	6
Branch Treasurer	3
Branch Trustee	6
Branch Secretary	6
Branch Assistant Secretary	5
Branch State Councillor	144 (excl Pres & Sec but incl Vice Presidents, Treasurers and Trustees)
Branch Executive member	36 (excl Pres & Sec but incl Vice Presidents, Treasurers and Trustees)

PLUMBING DIVISION OFFICES

Divisional Officers

Divisional President (Honorary)	1
Divisional Vice-President (Honorary)	1
General (Divisional) Secretary	1
General (Divisional) Assistant Secretary	1
Divisional Councillor	10
Divisional Executive member	10

Branch Officers

Branch Divisional President (Honorary)	4
Branch Divisional Vice-President (Honorary)	3
Branch Secretary	4
Branch Assistant Secretary	3
Branch Trustees	6
Branch Organisers	18
Branch Committee of Management member	42 (incl President, Vice President, Branch Sec, Asst Sec, Trustees, but excl Organisers who sit on the BCOM but don't have a vote)

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

NATIONAL EXECUTIVE MEMBERS

NATIONAL EXECUTIVE OFFICERS

NATIONAL PRESIDENT	RAYNER Greg C/- CEPU Communications Division National Office 9th Floor, 365 Queen Street, MELBOURNE VIC 3000	Union Official (Divisional Secretary - Communications Division)
VICE-PRESIDENT	MURPHY Shane C/- CEPU Communications Division Telecommunications & Services (T&S) Victorian Branch 9 th Floor, 365 Queen St MELBOURNE VIC 3000	Union Official (Divisional President - Communications Division)
NATIONAL SECRETARY	HICKS Allen C/- CEPU Electrical, Energy & Services Division, National Office Suite 408 Level 4, 30-40 Harcourt Pde ROSEBERY NSW 2018	Union Official (Divisional Secretary - Electrical, Energy & Services Division)
ASSISTANT NATIONAL SECRETARY	SETCHES Earl C/- CEPU Plumbing Division National Office 52 Victoria Street CARLTON SOUTH VIC 3053	Union Official (Divisional Secretary - Plumbing Division)

***Plus* REMAINING MEMBERS OF
NATIONAL EXECUTIVE**

COMMUNICATIONS DIVISION

Affirmative Action Postal Services Group	ROBINSON Nicole C/- CEPU Communications Division, Lvl 9, 365 Queen St MELBOURNE VIC 3000	Union Official
<i>Alternate</i> - Affirmative Action Postal Services Group	BAHLS Lisa-Maree C/- CEPU Communications Division, Lvl 9, 365 Queen St MELBOURNE VIC 3000	Postal Delivery Officer
- Affirmative Action Telecomm & Info Tech Group)	Vacant C/- CEPU Communications Division	

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

<i>Alternate - Affirmative Action Telecomm & Info Tech Group)</i>	Vacant C/- CEPU Communications Division	
Telecomm & Info Tech Group	KERSHAW Brian C/- CEPU Comms Division, QLD Branch 41 Peel St SOUTH BRISBANE QLD 4101	Communications Field Worker 7
	O'DONNELL John C/ CEPU Communications Division, Divisional Office C/- Lvl 9. 365 Queen St MELBOURNE VIC 3000	Union Official
<i>Alternates - Telecomm & Info Tech Group</i>	Vacant x 2	
Postal Services Ind Group	METCHER Jim C/- CEPU Communications Division, P&T NSW Branch, Level 3, 81 George Street, PARRAMATTA NSW 2150	Union Official (NSW P&T Branch Secretary)
	McVEE Barry C/- CEPU Communications Division, WA Branch 196 Lord Street, PERTH WA 6000	Union Official
<i>Alternates - Postal Services Ind Group</i>	HUGHES Phil C/- CEPU Communications Division, QLD Branch 41 Peel St SOUTH BRISBANE QLD 4101	Union Official
	TOWNSEND Nick C/- CEPU Communications Division, SA/NT Branch 312 South Road ADELAIDE SA 5000	Union Official
ELECTRICAL, ENERGY & SERVICES DIVISION		
	BUTLER Steve C/- Electrical, Energy & Services Division, New South Wales Branch Level 5, 370 Pitt St SYDNEY NSW 2000	Union Official (NSW Branch Secretary)

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

GRAY Troy Union Official
C/- Electrical, Energy & Services (VIC Branch
Division, Victorian Branch Secretary)
Level 1, 200 Arden St
NORTH MELBOURNE VIC 3051

SIMPSON Peter Union Official
C/- Electrical, Energy & Services (QLD Branch
Division, Queensland Branch Secretary)
41 Peel Street
SOUTH BRISBANE QLD 4101

PLUMBING DIVISION

BROADLEY David Union Official
C/- Plumbing Division (NSW Branch
New South Wales Branch Secretary)
Shop 1, 111 McEvoy St
ALEXANDRIA NSW 2015

McCRUDDEN Patrick Union Official
C/- Plumbing Division Victorian (VIC Branch Secretary)
Branch
52 Victoria St,
CARLTON SOUTH VIC 3053

O'HALLORAN Gary Union Official
C/- Plumbing Division (QLD Branch
Queensland Branch Secretary)
Ground Floor, 41 Peel Street
SOUTH BRISBANE QLD 4101

NATIONAL COUNCIL

FOUR NATIONAL EXECUTIVE OFFICERS (ABOVE)

Plus the following remaining members of the National Council

**COMMUNICATIONS
DIVISION**

ROBINSON Nicole Union Official
C/- CEPU Communications Division (Assistant Secretary)
National Office
9th Floor, 365 Queen Street,
MELBOURNE VIC 3000

O'DONNELL John Union Official
C/- CEPU Communications Division (Assistant Secretary)
National Office
9th Floor, 365 Queen Street,
MELBOURNE VIC 3000

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

- Affirmative Action	BAHLS Lisa-Maree C/- CEPU Divisional Office 9 th Floor, 365 Queen St MELBOURNE VIC 3053	Postal Delivery Officer
NEW SOUTH WALES		
- Postal Industry Section	METCHER Jim C/- CEPU Communications Division P&T New South Wales Branch, Level 3, 81 George Street, PARRAMATTA NSW 2150	Union Official (NSW P&T Branch Secretary)
- Lines & General Industry Section	MURPHY Shane C/- CEPU Communications Division P&T New South Wales Branch, Level 3, 81 George Street, PARRAMATTA NSW 2150	Union Official (Div Pres/Asst Br Sec NSW P&T Branch)
- Technical Industry Section	JANSEN Alex C/- CEPU Communications Div., Suite 1B Lvl 1, 57-59 Renwick St LEICHHARDT NSW 2040	Union Official (NSW T&S Branch Secretary)
- Operator Industry Section	PERKINS James C/- CEPU Communications Div., Suite 1B Lvl 1, 57-59 Renwick St LEICHHARDT NSW 2040	Union Official
VICTORIA		
Postal Servs Ind Group - Postal Industry Section	DOYLE Joan C/- CEPU Communications Division P&T Victorian Branch, 75 Melville Road BRUNSWICK WEST VIC 3055	Union Official (VIC P&T Branch Organiser)
Telco & Info Tech Ind Group - Lines & General Industry Section	BUTLER Valerie-Ann C/- CEPU Communications Division P&T Victorian Branch, 75 Melville Road BRUNSWICK WEST VIC 3055	Union Official
Telco & Info Tech Ind Group - Technical Industry Section	ELLERY John C/- CEPU Communications Div., T&S Victorian Branch 3 RD Floor, New Building, Trades Hall Cnr Lygon & Victoria Streets CARLTON SOUTH VIC 3053	Union Official (Vic T&S Branch Secretary)

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

Telco & Info Tech Ind Group - Operator Industry Section	PARKER Maureen C/- CEPU Communications Div., T&S Victorian Branch 3 RD Floor, New Building, Trades Hall Cnr Lygon & Victoria Streets CARLTON SOUTH VIC 3053	Communications Worker
QUEENSLAND		
- Postal Services Industry Group	HUGHES Phil C/- CEPU Communications Division Queensland Branch, 1 st Floor, 41 Peel St SOUTH BRISBANE QLD 4101	Union Official (QLD Branch Secretary)
- Telecommunications & Information Tech Ind Group	KERSHAW Brian C/ CEPU Communications Division, Queensland Branch 1 st Floor, 41 Peel St SOUTH BRISBANE QLD 4101	Communications Field Worker 7
SOUTH AUSTRALIA/NORTHERN TERRITORY		
- Postal Services Industry Group	TOWNSEND Nick C/ CEPU Communications Division, SA/NT Branch, 40 Hurtle Square, ADELAIDE SA 5000	Union Official (SA/NT Branch Secretary)
- Telecommunications & Information Tech Ind Group	Vacant C/ CEPU Communications Division, SA/NT Branch, 40 Hurtle Square, ADELAIDE SA 5000	Union Official
WESTERN AUSTRALIA		
- Postal Services Industry Group	McVEE Barry C/ CEPU Communications Division, WA Branch, 196 Lord Street PERTH WA 6000	Union Official (WA Branch Secretary)
- Telecommunications & Information Tech Ind Group	TREDREA Norman (John) C/ CEPU Communications Division, WA Branch, 196 Lord Street PERTH WA 6000	Union Official
TASMANIA		
- Postal Services Industry Group	MILLER Peter C/ CEPU Communications Division, Tasmanian Branch	Union Official (TAS Branch President)

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

	105 New Town Rd, NEW TOWN TAS 7008	
- Telecommunications & Info Tech Industry Group	COLBECK Greg C/ CEPU Communications Division, Tasmanian Branch 105 New Town Rd, NEW TOWN TAS 7008	Communications Officer
ELECTRICAL, ENERGY & SERVICES DIVISION		
	SIMPSON Peter C/- Electrical, Energy & Services Division Queensland Branch 41 Peel Street SOUTH BRISBANE QLD 4101	Union Official (QLD Branch Secretary)
	BUTLER Steve C/- Electrical, Energy & Services Division New South Wales Branch Level 5, 370 Pitt St SYDNEY NSW 2000	Union Official (NSW Branch Secretary)
	MCFADYEN James C/- Electrical, Energy & Services Division New South Wales Branch Level 5, 370 Pitt St SYDNEY NSW 2000	Union Official (NSW Branch President)
	GRAY Troy C/- Electrical, Energy & Services Division Victorian Branch Level 1, 200 Arden St NORTH MELBOURNE VIC 3051	Union Official (VIC Branch Secretary)
	CARRUTHERS Gary C/- Electrical, Energy & Services Division Victorian Branch Level 1, 200 Arden St NORTH MELBOURNE VIC 3051	Union Official (VIC Branch President)
	ADLEY John C/- Electrical, Energy & Services Division South Australian Branch 312 South Rd RICHMOND SA 5033	Union Official (SA Branch Secretary)

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

MCLAUGHLAN L Union Official
C/- Electrical, Energy & Services (WA Branch
Division Western Australian Branch Secretary)
24/257 Balcatta Road
BALCATTWA WA 6021

GAULD Trevor Union Official
C/- Electrical, Energy & Services (TAS Branch
Division Tasmanian Branch Secretary)
105 New Town Rd
NEW TOWN TAS 7008

PLUMBING DIVISION

BROADLEY David Union Official
C/- Plumbing Division (NSW Branch
New South Wales Branch Secretary)
Shop 1, 111 McEvoy St
ALEXANDRIA NSW 2015

SAMARTZOPOLOUS Theo Union Official
C/- Plumbing Division (NSW Branch
New South Wales Branch Assistant
Shop 1, 111 McEvoy St Secretary)
ALEXANDRIA NSW 2015

O'HALLORAN Gary Union Official
C/- Plumbing Division (QLD Branch
Queensland Branch Secretary)
Ground Floor, 41 Peel Street
SOUTH BRISBANE QLD 4101

WEICH Michael Union Official
C/- Plumbing Division (QLD Branch
Queensland Branch Assistant
Ground Floor, 41 Peel Street Secretary)
SOUTH BRISBANE QLD 4101

McCRUDDEN Patrick Union Official
C/- Plumbing Division (VIC Branch
Victorian Branch Assistant
52 Victoria St, Secretary)
CARLTON SOUTH VIC 3053

MENZIES Glenn Union Official
C/- Plumbing Division
Victorian Branch
52 Victoria St,
CARLTON SOUTH VIC 3053

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

BINTLEY Brian Union Official
C/- Plumbing Division, (WA Br Secretary)
Western Australian Branch
1st Fl Unit 24, 257 Balcatta Rd
BALCATTWA WA 6021

ELECTRICAL, ENERGY & SERVICES DIVISION

PRIMARY EMAIL admin@etuaustralia.org.au

DIVISIONAL OFFICERS incl Asst Sec /DIVISIONAL EXECUTIVE COMMITTEE excl Asst Sec

DIVISIONAL PRESIDENT

GRAY Troy Union Official
C/ VIC Branch (Vic Branch Secretary)
Lvl 1, 200 Arden St
NORTH MELBOURNE VIC 3051

**DIVISIONAL VICE
PRESIDENTS**

BUTLER Steve Union Official
C/- NSW Branch (NSW Br Secretary)
Level 5, 370 Pitt Street
SYDNEY NSW 2000

SIMPSON Peter Union Official
C/- QLD Branch (QLD Br Secretary)
41 Peel Street
SOUTH BRISBANE QLD 4101

DIVISIONAL SECRETARY

HICKS Allen Union Official
C/- Divisional Office
Suite 408 Level 4,
30-40 Harcourt Pde
ROSEBERY NSW 2018

**ASSISTANT DIVISIONAL
SECRETARY**

MIER David Union official
C/- Divisional Office
Suite 408 Level 4,
30-40 Harcourt Pde
ROSEBERY NSW 2018

**DIVISIONAL COUNCIL
Includes**

**Divisional President
Divisional Vice Presidents
Divisional Secretary**

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS
CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

Plus

DIVISIONAL COUNCIL

Cont'd

HAYES Wes C/- VIC Branch Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Official (Vic Branch Assistant Secretary)
CARRUTHERS Gary C/- VIC Branch Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Official (Vic Branch President)
BALTA Ivan C/- VIC Branch Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Official (Vic Branch Assistant Secretary)
MCGAW Chris C/- QLD Branch 41 Peel Street SOUTH BRISBANE QLD 4101	Union Official (Qld Branch President)
FITENI Joseph C/ QLD Branch 41 Peel Street SOUTH BRISBANE QLD 4101	Electrician
TAYLOR John C/ QLD Branch 41 Peel Street SOUTH BRISBANE QLD 4101	Linesman
BRIEN Michael C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Salaried Officer
SINCLAIR Paul C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Union Official
BETTS Neville C/- NSW Branch 22-27 Darling St MITCHELL ACT 2617	Union Official (NSW Branch Assistant Secretary)
McLAUGHLAN Les C/- WA Branch 24/257 Balcatta Rd BALCATTWA WA 6021	Union Official (WA Branch Secretary)

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS
CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division

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as at 31 December 2015**

	WILTON Greg C/- WA Branch 24/257 Balcatta Rd BALCATT A WA 6021	Union Official (WA Branch President)
<u>DIVISIONAL COUNCIL</u> <u>Cont'd</u>	HAYES Terry C/- WA Branch 24/257 Balcatta Rd BALCATT A WA 6021	Electrical Installer
	ADLEY John C/- SA Branch 312 South Road RICHMOND SA 5033	Union Official (SA Branch Secretary)
	DONNELLY Robert C/- SA Branch 312 South Road RICHMOND SA 5033	Union Official (SA Branch President)
	HARRISON Jason C/ SA Branch 312 South Rd RICHMOND SA 5033	Electrician (SA Branch Vice President)
	ANDERSON Mick C/ TAS Branch 105 New Town Rd NEW TOWN TAS 7008	Union Official
	GAULD Trevor C/ TAS Branch 105 New Town Rd NEW TOWN TAS 7008	Union Official (TAS Branch Secretary)
	MAYES Ken C/ TAS Branch 105 New Town Rd NEW TOWN TAS 7008	Electrician (TAS Branch President)

DIVISIONAL EXECUTIVE
Includes

Divisional President
Divisional Vice Presidents
Divisional Secretary

plus

HAYES Wes
C/- VIC Branch
Lvl 1, 200 Arden Street

Union Official
(VIC Assistant Branch
Secretary)

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

NORTH MELBOURNE VIC 3051

McGAW Chris Union Official
C/- QLD Branch (QLD Branch President)
41 Peel Street
SOUTH BRISBANE QLD 4101

BETTS Neville Union Official
C/- NSW Branch (NSW Branch Asst Sec)
Level 5, 370 Pitt Street
SYDNEY NSW 2000

ADLEY John Union Official
C/- SA Branch (SA Branch Secretary)
312 South Road
RICHMOND SA 5033

McLAUGHLAN Les Union Official
C/- WA Branch (WA Branch Secretary)
24/257 Balcatta Rd
BALCATT A WA 6021

GAULD Trevor Union Official
C/ TAS Branch (TAS Branch Secretary)
105 New Town Rd
NEW TOWN TAS 7008

Electrical, Energy & Services Division, New South Wales Branch

PRIMARY EMAIL secretary@etunsw.asn.au

PRESIDENT **MACFADYEN James** Supervisor
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

VICE PRESIDENT **JOHNSTON Peter** Field Operator
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

SECRETARY **BUTLER Steve** Union Official
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS
 CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division

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**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
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<u>ASSISTANT SECRETARY</u>	BETTS Neville C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Union Official
<u>TREASURER</u>	OSWALD Phil C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Salaried Officer
<u>BRANCH TRUSTEES</u>	HARRIS Col C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Radio Tradesperson
	POTTER Glen C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Substation Distribution Officer
	STYLLI Mary C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Process Worker

BRANCH EXECUTIVE

includes

Branch President
Branch Secretary

Plus representing

*Radio & TV &
Communications Section*

HARRIS Col
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

Radio Tradesperson

Electrical Contracting Section

HENNE Peter
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

Electrician

Transport Industry Section

POTTER Glen
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

Substation Distribution
Officer

Manufacturing Section

STYLLI Mary
C/- NSW Branch
Level 5, 370 Pitt Street

Process Worker

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
 as at 31 December 2015**

<i>General Trades Section</i>	SYDNEY NSW 2000 HOY Malcolm C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Electrical Mechanic
<i>Salaried Officers Section</i>	OSWALD Phil C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Salaried Officer (Treasurer)
<i>Supply Authorities Section</i>	JOHNSTON Peter C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Field Operator (Branch Vice President)

BRANCH STATE COUNCIL

includes **Branch President**
Branch Secretary

Plus representing

Radio/TV & Communications Industry Section **HARRIS Col** Electrician
 C/- NSW Branch
 Level 5, 370 Pitt Street
 SYDNEY NSW 2000

STAMBOULIAN Ara Radio Technician
 C/- Level 5, 370 Pitt Street
 SYDNEY NSW 2000

Manufacturing Section **KIRK Bryan** Process Worker
 C/- NSW Branch
 Level 5, 370 Pitt Street
 SYDNEY NSW 2000

STYLII Mary Process Worker
 C/- NSW Branch
 Level 5, 370 Pitt Street
 SYDNEY NSW 2000

Transport Industry Section **LISTER Paul** Union Official
 C/- NSW Branch
 Level 5, 370 Pitt Street
 SYDNEY NSW 2000

POTTER Glen Electrical Mechanic
 C/- NSW Branch
 Level 5, 370 Pitt Street
 SYDNEY NSW 2000

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

	REID Allan C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Electrical Fitter/Mechanic
	WOODS Peter C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Electrical Mechanic
Salaried Officers Section	BRIEN Michael C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Salaried Officer
	MCMANUS Michael C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Salaried Officer
	OSWALD Phillip C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Salaried Officer (Branch Treasurer)
Electrical Contracting Industry Section	ATTARD Brian C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Electrician
	EDWARD Stewart C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Union Official
	FLINT Craig C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Electrician
	HENNE Peter C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Electrician
	McDOUGALL Brad C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Union Official

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
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	RUSSELL Trevor C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Electrical Fitter/Mechanic
	WALKER Brett C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Electrical Contracting
<i>General Trade Section</i>	DE SOUZA Jude C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Lift Mechanic
	HOY Malcolm C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Electrical Mechanic
	KOPPIE Michael C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Union Official
	McKINLEY David C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Union Official
	OAKES Wesley C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Electrician
	ROBINSON Steven C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Union Official
	ZIEBA David C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Lift Mechanic
<i>Supply Authorities Section</i>	BETTS Neville C/- NSW Branch Level 5, 370 Pitt Street SYDNEY NSW 2000	Union Official
	BUTTIGIEG Mark C/- NSW Branch Level 5, 370 Pitt Street	Union Official

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**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

SYDNEY NSW 2000

JOHNSTON Peter
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

Field Operator
(Branch Vice President)

KNIGHT John
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

Electrical Fitter

MAHON Noel
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

Electrical Fitter/Mechanic

MAY Susan
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

Business Support

MORASSUTTI John
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

Electrical Fitter/Mechanic

PATERSON Graeme
C/- NSW Branch
Level 5, 370 Pitt Street
SYDNEY NSW 2000

Electrical Fitter/Mechanic

Electrical, Energy and Services Division Victorian Branch

PRIMARY EMAIL

DALGLISH Rod
roddalGLISH@etu.asn.au

General Manager Business
Services

BRANCH PRESIDENT

CARRUTHERS Gary
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

Electrical Worker

VICE-PRESIDENT

SWANN Paul
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

Electrical Worker

SECRETARY

GRAY Troy
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

Union Official

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS
 CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division

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**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
 as at 31 December 2015**

<u>ASSISTANT SECRETARY</u>	HAYES Wes C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Official
<u>ASSISTANT SECRETARY</u>	BALTA Ivan C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Official
<u>TREASURER</u>	WATSON Graeme C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Director/Electrical Worker

BRANCH EXECUTIVE

includes

Branch President
Branch Secretary

Plus

*General Trade/Maintenance/
 Manufacturing Industry
 Section*

PURDHAM Kenneth
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

Electrical Worker

SWANN Paul
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

Electrical Worker
(Branch Vice President)

*Power Industry (Supply)
 Section*

WATSON Graeme
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

Director/Electrical Worker
(Branch Treasurer)

*Electrical Contracting
 Industry Section*

BARNARD Jeremy
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

Electrical Worker

O'BRIEN Stephen
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

Electrical Worker

THEODOSIOU Jim
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

Electrical Worker

BRANCH STATE COUNCIL

includes

Branch President
Branch Secretary

plus

*Electrical Contracting
 Industry Section*

ANDERS Dan
C/- Lvl 1, 200 Arden Street

Electrical Worker

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

NORTH MELBOURNE VIC 3051

BALTA Ivan Union Official
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

BARNARD Jeremy Electrical Worker
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

FILAZZOLA Danny Union Official
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

HARMAN Paul Electrical Worker
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

HARRIS Aaron Union Official
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

HYLAND Denis Electrical Worker
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

KNIGHT Troy Union Official
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

LYNN Jason Electrical Worker
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

MASTROIANNI Maurice Electrical Worker
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

MERHI Omar Union Official
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

O'BRIEN Stephen Electrical Worker
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

PETERSEN Luke Electrical Worker
C/- Lvl 1, 200 Arden Street
NORTH MELBOURNE VIC 3051

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**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
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	STOTT Nathan C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Official
	THEODOSIOU Jim C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Electrical Worker
	WARREN John C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Electrical Worker
	YOUSSEF Joseph C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Electrical Worker
General Trade/ Maintenance/ Manufacturing Industry Section	DISTON Steven C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Employee
	DUCKSTEIN Joachim C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Electrical Worker
	GLOVER Gerald C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Official
	MAAS Greg C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Electrical Worker
	PURDHAM Kenneth C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Electrical Worker
	SWANN Paul C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Electrical Worker (Branch Vice President)
	TARANTO Andrew C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Electrical Worker
	TUTTON Patrick C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Employee
Power Industry (incl Supply Authorities) Section	BOYD Matthew C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Official

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**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
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BYRNE Brendan C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Electrical Worker
HAYES Wesley C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Official (Assistant Branch Secretary)
SORDELLO Justin C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Union Employee
WATSON Graeme C/- Lvl 1, 200 Arden Street NORTH MELBOURNE VIC 3051	Director/Electrical Worker (Branch Treasurer)

Electrical, Energy & Services Division, Queensland Branch

<u>PRIMARY EMAIL</u>	info@etu.org.au	
<u>PRESIDENT</u>	MCGAW Chris C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Cable Joiner
<u>VICE PRESIDENT</u>	CHRISTOFFEL Jeffrey C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic
<u>SECRETARY</u>	SIMPSON Peter C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Union Official
<u>BRANCH TRUSTEES</u>	BLOXSOM Gary C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic
	CHRISTOFFEL Jeffrey C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic
	MCGAW Chris C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Cable Joiner
<u>BRANCH TREASURER</u>	CHRISTOFEL Jeffrey C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic

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**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
 as at 31 December 2015**

BRANCH EXECUTIVE

includes

**Branch President
 Branch Secretary**

plus

***Manufacturing/
 Communications/Aerospace
 Industries Section***

**ABBOTT Lloyd
 C/- 41 Peel Street
 SOUTH BRISBANE QLD 4101**

Electrical Fitter & Mechanic

Transport Industry Section

**BLOXSOM Gary
 C/- 41 Peel Street
 SOUTH BRISBANE QLD 4101**

**Electrical Fitter & Mechanic
 (Trustee)**

BRANCH EXECUTIVE (con't)

General Trade Section

**CHRISTOFFEL Jeffrey
 C/- 41 Peel Street
 SOUTH BRISBANE QLD 4101**

**Electrical Fitter & Mechanic
 (Branch Vice President,
 Treasurer & Trustee)**

Apprentices Section

**KING Benjamin
 C/- 41 Peel Street
 SOUTH BRISBANE QLD 4101**

Apprentice

***Northern Territory/Interstate
 Section***

**WALMSLEY James
 C/- 41 Peel Street
 SOUTH BRISBANE QLD 4101**

Plant Operator

Supply Authorities Section

**TAYLOR John
 C/- 41 Peel Street
 SOUTH BRISBANE QLD 4101**

Linesman

***Electrical Contracting
 Industry Section***

**FITENI Joseph
 C/- 41 Peel Street
 SOUTH BRISBANE QLD 4101**

Electrician

ALTERNATE

**BRANCH EXECUTIVE
 MEMBERS**

***Manufacturing/
 Communications/Aerospace
 Industry Section***

**FERGUSON Kevin
 C/- 41 Peel Street
 SOUTH BRISBANE QLD 4101**

Process Worker

Transport Industry Section

**COXON Michael
 C/- 41 Peel Street
 SOUTH BRISBANE QLD 4101**

Electrical Fitter & Mechanic

General Trade Section

**KEDING Daryl
 C/- 41 Peel Street
 SOUTH BRISBANE QLD 4101**

Electrical Fitter & Mechanic

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**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
 as at 31 December 2015**

<i>Electrical Contracting Industry Section</i>	HAYES David C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrician
<i>Apprentices Section</i>	McCANN Domenic C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Apprentice
<i>Northern Territory/Interstate Section</i>	HOULDSWORTH James C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic
<i>Supply Authorities Section</i>	ROGERS Timothy C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrician

BRANCH STATE COUNCIL

includes

**Branch President
Branch Secretary**

plus

Apprentices Section

KING Benjamin
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

Apprentice

McCANN Domenic
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

Apprentice

MUIR Brayden
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

Apprentice

*Manufacturing/
Communications/
Aerospace Industries Section*

ABBOTT Lloyd
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

Electrical Fitter & Mechanic

FERGUSON Kevin
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

Process Worker

GAMBLEY Paul
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

Electrician

*Electrical Contracting Industry
Section*

BRAVO Stephen
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

Electrician

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

	FITENI Joseph C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrician
	FORREST Alan C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrician Special Class
	HAYES David C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrician
	SMITH Gregory C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Mechanic
	STEIN Clarke C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrician
	THOMAS Craig C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrician
	VENN Justin C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic
General Trade Section	BAKER Gary C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic
	CHRISTOFFEL Jeffrey C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic (Br Vice President, Treasurer & Trustee)
	KEDING Daryl C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic
	MANIATY Michael C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic
	MCPHERSON Lindsay C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrical Fitter & Mechanic
	PERONI Gerald C/- 41 Peel Street SOUTH BRISBANE QLD 4101	Electrician

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

VACANCY x 1

***Northern Territory/
Interstate Section***

BURNS Daniel Electrical Fitter & Mechanic
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

HOULDSWORTH Jamie Electrical Fitter & Mechanic
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

WALMSLEY James Plant Operator
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

Supply Authorities Section

BLOOM Gregory Linesman
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

HILL Robert Electrical Fitter & Mechanic
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

HUMPHREYS Cameron Electrical Fitter & Mechanic
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

MULLER Brenton Linesman
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

ROGERS Timothy Electrician
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

SLADDEN Jason Tradesperson
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

SOLOGINKIN Scott Electrician
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

TAYLOR John Linesman
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

Transport Industry Section

BLOXSOM Gary Electrical Fitter & Mechanic
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101
(Branch Trustee)

COXON Michael Electrical Fitter & Mechanic
C/- 41 Peel Street
SOUTH BRISBANE QLD 4101

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
 as at 31 December 2015**

<p>WILLIAMS Wayne C/- 41 Peel Street SOUTH BRISBANE QLD 4101</p>	<p>Tradesperson</p>
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Electrical, Energy & Services Division, South Australian Branch

PRIMARY EMAIL JohnA@cepusa.com.au

<u>PRESIDENT</u>	<p>DONNELLY Robert C/- 312 South Road RICHMOND SA 5033</p>	<p>Retired Union Official</p>
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<u>VICE-PRESIDENT</u>	<p>HARRISON Jason C/- 312 South Road RICHMOND SA 5033</p>	<p>Electrical Power Supply Worker</p>
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<u>SECRETARY</u>	<p>ADLEY John C/- 312 South Road RICHMOND SA 5033</p>	<p>Union Official</p>
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<u>ASSISTANT SECRETARY</u>	<p>PISONI Simon C/- 312 South Road RICHMOND SA 5033</p>	<p>Union Official</p>
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BRANCH EXECUTIVE

Includes: **Branch President**
 Branch Secretary

<i>Plus</i> <i>Defence Industry Section</i>	<p>HEFFERNAN Michael C/- 312 South Road RICHMOND SA 5033</p>	<p>Electrician</p>
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<i>Electrical Contracting Industry Section</i>	<p>GRIMES Barry C/- 312 South Road RICHMOND SA 5033</p>	<p>Electrician</p>
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<i>Electricity Supply Section</i>	<p>HARRISON Jason C/- 312 South Road RICHMOND SA 5033</p>	<p>Electrical Power Supply Worker (Branch Vice President)</p>
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<i>Gas Supply Industry Section</i>	<p>BORG Anthony C/- 312 South Road RICHMOND SA 5033</p>	<p>Gasfitter</p>
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**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

	NAGEL Andrew C/- 312 South Road RICHMOND SA 5033	Power Line Worker
	WEEKES Wayne C/- 312 South Road RICHMOND SA 5033	Electrician
<i>Gas Supply Industry Section</i>	BORG Anthony C/- 312 South Road RICHMOND SA 5033	Gasfitter
	CHAMBERS Bruce C/- 312 South Road RICHMOND SA 5033	Gasfitter
<i>General Trade Industry Section</i>	BRENTON Darren C/- 312 South Road RICHMOND SA 5033	Electrician
	MUEGGE Carl C/- 312 South Road RICHMOND SA 5033	Electrician
	SWEENEY Jarryd C/- 312 South Road RICHMOND SA 5033	Electrician
<i>Manufacturing Industry Section</i>	HYDE Tristan C/- 312 South Road RICHMOND SA 5033	Electrician
	SMITH Keith C/- 312 South Road RICHMOND SA 5033	Electrician
<i>Transport Industry Section</i>	BIRRELL Geoff C/- 312 South Road RICHMOND SA 5033	Electrician
<i>Plumbing & Fire Protection Industry Section</i>	VACANCY x 2	

Annual Return for 2016

Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015

Electrical, Energy & Services Division, West Australian Branch

PRIMARY EMAIL

kim@etuwa.com

PRESIDENT

WILTON Greg
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Union Official

VICE-PRESIDENT

COULTER Matthew
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Linesperson

SECRETARY

MCLAUGHLAN Leslie
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Union Official

ASSISTANT SECRETARY

MURIE Jim
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Union Official

BRANCH EXECUTIVE

Includes:

Branch President
Branch Secretary

Plus

General Trades Ind Section

COLLIS Jamie
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Electrical Installer

*Supply Authorities Ind
Section*

COULTER Matthew
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Linesperson
(Branch Vice President)

Transport Industry Section

MANHOOD Robert
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Electrical Fitter

Manufacturing

DELLAVANZO Jay
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Electrical Fitter

Electrical Contracting

FOWLIE Donald
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Electrical Fitter

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

BRANCH STATE COUNCIL

Includes:

Branch President
Branch Secretary

Plus

General Trades Section

COLLIS Jamie Electrical Installer
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

MACLACHLAN Rory Electrical Mechanic
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

MURIE Jim Union Official
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Supply Authorities Section

COULTER Mathew Linesperson
C/- 24/257 Balcatta Road
BALCATTWA WA 6021
(Branch Vice President)

O'REGAN Shaun Linesperson
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

TAYLOR Stuart Electrical/Fitter/Installer
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

TILLER Rob Gas Fitter
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Transport Industry Section

MANHOOD Robert Electrical Fitter
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Manufacturing Section

COOMBES Carl Trades Assistant
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

DELLAVANZO Jay Electrical Fitter
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Electrical Contracting

CARTER Peter Union Official
C/- 24/257 Balcatta Road
BALCATTWA WA 6021

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

CLANCEY Damian C/- 24/257 Balcatta Road BALCATTWA WA 6021	Electrician
FOWLIE Donald C/- 24/257 Balcatta Road BALCATTWA WA 6021	Electrical Fitter
HAYES Terry C/- 24/257 Balcatta Road BALCATTWA WA 6021	Union Official
NICHOLSON Stuart C/- 24/257 Balcatta Road BALCATTWA WA 6021	Union Official
TYLER Darren C/- 24/257 Balcatta Road BALCATTWA WA 6021	Electrical Installer
WOODAGE Adam C/- 24/257 Balcatta Road BALCATTWA WA 6021	Electrical Installer

VACANCY x 1

Foundry Industry Section

VACANCY x 1

Annual Return for 2016

Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015

Electrical, Energy & Services Division, Tasmanian Branch

PRIMARY EMAIL info@ceputas.com.au

PRESIDENT **MAYES Ken** Union Official
C/- 105 New Town Road
NEW TOWN TAS 7008

VICE PRESIDENT **ALLAN Brian** Linesman
C/- 105 New Town Road
NEW TOWN TAS 7008

SECRETARY/TREASURER **GAULD Trevor** Union Official/
C/- 105 New Town Road (Branch Secretary)
NEW TOWN TAS 7008

BRANCH EXECUTIVE

Includes: **Branch Secretary/Treasurer**
Branch President

Plus **ALLEN Brian** Linesman
C/- 105 New Town Road (Branch Vice President)
NEW TOWN TAS 7008

LYNCH Michael Electrician
C/- 105 New Town Road
NEW TOWN TAS 7008

PROVERBS Brett Plumber
C/- 105 New Town Road
NEW TOWN TAS 7008

BRANCH STATE COUNCIL

Includes: **Branch President**
Branch Secretary/Treasurer

Plus

Northern Section **ALLEN Brian** Linesman
C/- 105 New Town Road (Branch Vice President)
NEW TOWN TAS 7008

DALZELL Jason Plumber
C/- 105 New Town Road
NEW TOWN TAS 7008

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS
CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

<i>North West Section</i>	PROVERBS Brett C/- 105 New Town Road NEW TOWN TAS 7008	Plumber
	SHOTTEN Allan C/- 105 New Town Road NEW TOWN TAS 7008	Linesman
<i>Southern Section</i>	ARCHER Lee C/- 105 New Town Road NEW TOWN TAS 7008	Electrician
	LYNCH Michael C/- 105 New Town Road NEW TOWN TAS 7008	Electrician (Branch Vice President)
	ONN Craig C/- 105 New Town Road NEW TOWN TAS 7008	Plumber
	PHILLIPS Marcus C/- 105 New Town Road NEW TOWN TAS 7008	Electrician

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS
CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division

Annual Return for 2016

Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015

Plumbing Division

PRIMARY EMAIL

info@pteu.asn.au

PRESIDENT

MCCRUDDEN Patrick
C/-52 Victoria Street
CARLTON SOUTH VIC 3053

Union Official
(Assistant Branch Secretary)

**DIVISIONAL DEPUTY
PRESIDENT**

BROADLEY Dave
C/- Shop 1/111 McEvoy Street
ALEXANDRIA NSW 2015

Union Official
(NSW Branch Secretary)

FEDERAL VICE PRESIDENT

BROADLEY Dave
C/- Shop 1/111 McEvoy Street
ALEXANDRIA NSW 2015

Union Official
(NSW Branch Secretary)
(ACT Sub-Branch Secretary)

O'HALLORAN Gary
C/- Ground Floor 41, Peel Street
SOUTH BRISBANE QLD 4101

Union Official
(QLD Branch Secretary)

SETCHES Earl
C/-52 Victoria Street
CARLTON SOUTH VIC 3053

Union Official
(VIC Branch Secretary)

BINTLEY Brian
C/- 1st Floor, Unit 24/257 Balcatta Rd,
BALCATTWA WA 6021

Union Official
(WA Branch Secretary)

SECRETARY

SETCHES Earl
C/-52 Victoria Street
CARLTON SOUTH VIC 3053

Union Official
(Divisional & VIC Branch
Secretary)

**ASSISTANT DIVISIONAL
SECRETARY**

O'HALLORAN Gary
C/- Ground Floor 41, Peel Street
SOUTH BRISBANE QLD 4101

Union Official
(QLD Branch Secretary)

**DIVISIONAL (FEDERAL)
COUNCIL**

BROADLEY Dave
C/- Shop 1/111 McEvoy Street
ALEXANDRIA NSW 2015

Union Official
(NSW Branch Secretary)

SAMARTZOPOLOUS Theo
C/- Shop 1/111 McEvoy Street
ALEXANDRIA NSW 2015

Union Official
(NSW Assistant Branch
Secretary)

McCARNEY Steve
C/- Shop 1/111 McEvoy Street
ALEXANDRIA NSW 2015

Union Official

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS
 CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
 as at 31 December 2015**

<u>DIVISIONAL (FEDERAL) COUNCIL (con't)</u>	O'HALLORAN Gary C/- Ground Floor 41, Peel Street SOUTH BRISBANE QLD 4101	Union Official (QLD Branch Secretary)
	WEICH Michael C/- Ground Floor, 41 Peel Street SOUTH BRISBANE QLD 4101	Union Official
	SETCHES Earl 52 Victoria Street CARLTON SOUTH VIC 3053	Union Official (Divisional & VIC Branch Secretary)
	MENZIES Glenn c/-2 ND Floor 52 Victoria Street CARLTON SOUTH VIC 3053	Union Official
	KELLY Norm c/-2 ND Floor 52 Victoria Street CARLTON SOUTH VIC 3053	Union Official
	McCRUDDEN Paddy c/-2 ND Floor 52 Victoria Street CARLTON SOUTH VIC 3053	Union Official (VIC Branch Assistant Secretary)
	BINTLEY Brian C/- 1 st Floor, Unit 24/257 Balcatta Rd, BALCATTWA WA 6021	Union Official (WA Branch Secretary)

<u>DIVISIONAL (FEDERAL) EXECUTIVE</u>	BROADLEY Dave C/- Shop 1/111 McEvoy Street ALEXANDRIA NSW 2015	Union Official (NSW Branch Secretary)
	SAMARTZOPOLOUS Theo C/- Shop 1/111 McEvoy Street ALEXANDRIA NSW 2015	Union Official (NSW Assistant Branch Secretary)
	McCARNEY Steve C/- Shop 1/111 McEvoy Street ALEXANDRIA NSW 2015	Union Official (Newcastle Sub Branch Secretary)
	O'HALLORAN Gary C/- Ground Floor 41, Peel Street SOUTH BRISBANE QLD 4101	Union Official (QLD Branch Secretary)
	WEICH Michael C/- Ground Floor, 41 Peel Street SOUTH BRISBANE QLD 4101	Union Official
	SETCHES Earl 52 Victoria Street CARLTON SOUTH VIC 3053	Union Official (Divisional & VIC Branch Secretary)

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

<u>DIVISIONAL (FEDERAL) EXECUTIVE (con't)</u>	MENZIES Glenn c/-2 ND Floor 52 Victoria Street CARLTON SOUTH VIC 3053	Union Official
	KELLY Norm c/-2 ND Floor 52 Victoria Street CARLTON SOUTH VIC 3053	Union Official
	McCRUDDEN Paddy c/-2 ND Floor 52 Victoria Street CARLTON SOUTH VIC 3053	Union Official (VIC Branch Assistant Secretary)
	BINTLEY Brian C/- 1 st Floor, Unit 24/257 Balcatta Rd, BALCATTWA WA 6021	Union Official (WA Branch Secretary)

Plumbing Division New South Wales Branch

<u>PRIMARY EMAIL</u>	officeadmin@nswplumbersunion.com.au	
<u>PRESIDENT</u>	DIETMANN Richard C/- Shop 1/111 McEvoy Street ALEXANDRIA NSW 2015	Plumber
<u>VICE PRESIDENT</u>	PATTERSON William C/- Shop 1/111 McEvoy Street ALEXANDRIA NSW 2015	Sprinkler Fitter
<u>BRANCH SECRETARY</u>	BROADLEY Dave C/- Shop 1/111 McEvoy Street ALEXANDRIA NSW 2015	Union Official (NSW Branch Secretary)
<u>ASSISTANT SECRETARY</u>	SAMARTZOPOULOS Theo C/- Shop 1/111 McEvoy Street ALEXANDRIA NSW 2015	Union Official (Assistant Secretary)
<u>BRANCH TRUSTEES</u>	BENEDET Adrian C/- Shop 1/111 McEvoy Street ALEXANDRIA NSW 2015	Plumber
	TREBLE John C/- Shop 1/111 McEvoy Street ALEXANDRIA NSW 2015	Sprinkler Fitter

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS
 CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
 as at 31 December 2015**

**COMMITTEE OF
 MANAGEMENT**

**Branch President
 Branch Vice President
 Branch Secretary
 Branch Assistant Secretary
 Branch Trustees**

Plus organisers

*NB Organisers sit on but do
 not get a vote on Branch
 Committee of Management*

TSIAKOULAS Con
 C/- Shop 1/111 McEvoy Street
 ALEXANDRIA NSW 2015

Organiser

SEET Chris
 C/- Shop 1/111 McEvoy Street
 ALEXANDRIA NSW 2015

Organiser

POSKUS Luke
 C/- Shop 1/111 McEvoy Street
 ALEXANDRIA NSW 2015

Organiser

McCARNEY Steve
 C/-Shop 1/111 McEvoy Street
 ALEXANDRIA NSW 2015

Organiser
 (Newcastle Sub
 Branch Secretary)

Plumbing Division Victorian Branch

PRIMARY EMAIL

info@pteu.asn.au

PRESIDENT

OTTOBRE N
 C/- 52 Victoria Street
 CARLTON SOUTH VIC 3053

Plumber

VICE PRESIDENT

SMART T
 C/- 52 Victoria Street
 CARLTON SOUTH VIC 3053

Plumber

SECRETARY

SETCHES E
 C/- 52 Victoria Street
 CARLTON SOUTH VIC 3053

Union Official
 (Divisional & Branch
 Secretary)

ASSISTANT SECRETARY

MCCRUDDEN P
 C/- 52 Victoria Street
 CARLTON SOUTH VIC 3053

Union Official
 (Assistant Secretary)

BRANCH TRUSTEES

VAUGHAN R
 C/- 52 Victoria Street
 CARLTON SOUTH VIC 3053

Plumber

DELIDAKIS C
 C/- 52 Victoria Street
 CARLTON SOUTH VIC 3053

Plumber

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

**COMMITTEE OF
MANAGEMENT**

*Includes Branch President,
Vice President, Secretary,
Assistant Secretary,
Trustees*

Plus

Plumber

BAMFORD S R
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Plumber

JOVANOVSKI Billy
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Plumber

FITZGERALD K
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Plumber

MARRIS I
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Plumber

MCCLUSKY D
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Plumber

MENZIES R
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Plumber

RENDINA B
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Plumber

ROBBINS M
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Plumber

SAUNDERS D
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Plumber

PLUS Branch Organisers
*NB Organisers sit on but do
not get a vote on Branch
Committee of Management*

CRANNY J
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Organiser

GELL A
C/- 52 Victoria Street
CARLTON SOUTH VIC 3053

Organiser

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS
CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division

Annual Return for 2016

Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015

<u>COMMITTEE OF MANAGEMENT</u> con't	KELLY N C/- 52 Victoria Street CARLTON SOUTH VIC 3053	Organiser
	McCUBBIN N C/- 52 Victoria Street CARLTON SOUTH VIC 3053	Organiser
	MENZIES G C/- 52 Victoria Street CARLTON SOUTH VIC 3053	Organiser
	O'BRIEN N C/- 52 Victoria Street CARLTON SOUTH VIC 3053	Organiser
	RAMSAY B C/- 52 Victoria Street CARLTON SOUTH VIC 3053	Organiser
	WALLACE A C/- 52 Victoria Street CARLTON SOUTH VIC 3053	Organiser

Plumbing Division Queensland Branch

<u>PRIMARY EMAIL</u>	charlene@plumbersunionqld.com	
<u>PRESIDENT</u>	SUTHERLAND Bevan C/- Ground Floor, 41 Peel Street SOUTH BRISBANE QLD 4101	Plumber
<u>VICE PRESIDENT</u>	WHITE David C/- Ground Floor, 41 Peel Street SOUTH BRISBANE QLD 4101	Plumber
<u>TRUSTEES</u>	O'SULLIVAN Damian C/- Ground Floor, 41 Peel Street SOUTH BRISBANE QLD 4101	Plumber
	TRAINOR Sean C/- Ground Floor, 41 Peel Street SOUTH BRISBANE QLD 4101	Plumber
<u>BRANCH SECRETARY</u>	O'HALLORAN Gary C/- Ground Floor, 41 Peel Street SOUTH BRISBANE QLD 4101	Union Official (Branch Secretary)

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
 as at 31 December 2015**

ASSISTANT SECRETARY

WIECH Michael
 C/- Ground Floor, 41 Peel Street
 SOUTH BRISBANE QLD 4101

Union Official
 (Assistant Branch
 Secretary)

**COMMITTEE OF
 MANAGEMENT**

*Includes Branch President,
 Vice President, Secretary,
 Assistant Secretary &
 Trustees*

plus

DAWSON Kayne
 C/- Ground Floor, 41 Peel Street
 SOUTH BRISBANE QLD 4101

Sprinkler Fitter

*plus Branch Organisers
 Organisers sit on the
 BCOM but do not vote*

CUNDY Kieron
 C/- Ground Floor, 41 Peel Street
 SOUTH BRISBANE QLD 4101

Organiser

GOULD Robert
 C/- Ground Floor, 41 Peel Street
 SOUTH BRISBANE QLD 4101

Organiser

MAXWELL Justin
 C/- Ground Floor, 41 Peel Street
 SOUTH BRISBANE QLD 4101

Organiser/Apprentice
 Mentor

WHITE James
 C/- Ground Floor, 41 Peel Street
 SOUTH BRISBANE QLD 4101

Organiser

Plumbing Division Western Australian Branch

PRIMARY EMAIL

info@pteu.asn.au

PRESIDENT

McDONALD Gerald
 C/- 1st Floor, Unit 24/257 Balcatta Rd,
 BALCATTA WA 6021

Plumber

BRANCH SECRETARY

BINTLEY Brian
 C/- 1st Floor, Unit 24/257 Balcatta Rd,
 BALCATTA WA 6021

Union Official
 (WA Branch Secretary)

**COMMITTEE OF
 MANAGEMENT MEMBER**

*Branch President, Branch
 Secretary, plus*

BRANDIS Glen
 C/- 1st Floor, Unit 24/257 Balcatta Rd,
 BALCATTA WA 6021

Sprinkler Fitter

COSTELLO Colm
 C/- 1st Floor, Unit 24/257 Balcatta Rd,
 BALCATTA WA 6021

Plumber

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
as at 31 December 2015**

	DALY James C/- 1 st Floor, Unit 24/257 Balcatta Rd, BALCATTWA WA 6021	Plumber
	DARBY Brian C/- 1 st Floor, Unit 24/257 Balcatta Rd, BALCATTWA WA 6021	Plumber
	HANCOCK Nathan C/- 1 st Floor, Unit 24/257 Balcatta Rd, BALCATTWA WA 6021	Plumber
	MORETE Maurice C/- 1 st Floor, Unit 24/257 Balcatta Rd, BALCATTWA WA 6021	Sprinkler Fitter
plus Branch Organiser <i>Organisers sit on the Branch Committee of Management but do not vote</i>	ROSE Matthew C/- 1 st Floor, Unit 24/257 Balcatta Rd, BALCATTWA WA 6021	Organiser

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS

CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division
Annual Return 2016

[s230(1)(d) such other records as are prescribed]

REG 147(a) A RECORD OF THE NAME OF EACH BRANCH OF THE ORGANISATION

LIST OF BRANCHES

Electrical, Energy and Services Division

- New South Wales Divisional Branch
- Victorian Divisional Branch
- Queensland Branch
- South Australian Divisional Branch
- Western Australian Divisional Branch
- Tasmanian Divisional Branch

Plumbing Division

- New South Wales Divisional Branch
- Victorian Divisional Branch
- Queensland Branch
- Western Australian Divisional Branch

(b) A RECORD OF THE NAME OF EACH BRANCH THAT COMMENCED OPERATION IN THE PREVIOUS 12 MONTHS

Nil

(c) A RECORD OF THE NAME OF EACH BRANCH THAT CEASED OPERATION IN THE PREVIOUS 12 MONTHS

Nil

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS

CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division
Annual Return 2016

[s230(1)(d) such other records as are prescribed]

Regulation 147 – Prescribed records to be kept and lodged by Organisations

**(d) ADDRESSES OF OFFICES OF THE ORGANISATION AND BRANCHES
as at 31 December 2015**

<i>National Council & Divisional Council - Electrical, Energy and Services Division</i>	CEPU Suite 408, Level 4,30-40 Harcourt Pde ROSEBERY NSW 2018 Email: admin@etuaustralia.org.au
<i>South Australian Branch Electrical, Energy and Services Division & Plumbing Division</i>	CEPU (Electrical Energy & Services Division & Plumbing Division combined) South Australian Branch 312 South Road RICHMOND SA 5033 Email: JohnA@cepusa.com.au
<i>Tasmanian Branch Electrical, Energy and Services Division & Plumbing Division -</i>	CEPU (Electrical Energy & Services Division & Plumbing Division combined) Tasmanian Branch 105 New Town Road NEW TOWN TAS 7008 Email: info@ceputas.com.au
<i>Divisional Office Electrical, Energy and Services</i>	CEPU - Electrical Energy & Services Division Divisional Office Suite 408, Level 4,30-40 Harcourt Pde ROSEBERY NSW 2018 Email: admin@etuaustralia.org.au
<i>New South Wales Branch Electrical, Energy and Services Division</i>	CEPU - Electrical Energy & Services Division New South Wales Branch Level 5 370 Pitt Street SYDNEY NSW 2000 Email: secretary@etunsw.asn.au
<i>Victorian Branch Electrical, Energy and Services Division</i>	CEPU - Electrical Energy & Services Division Victorian Branch Level 1, 200 Arden Street NORTH MELBOURNE VIC 3051 Email: roddalGLISH@etu.asn.au
<i>Queensland Branch & Northern Territory Branch Electrical, Energy and Services Division</i>	CEPU - Electrical Energy & Services Division Queensland Branch 41 Peel Street SOUTH BRISBANE QLD 4101 Email: info@etu.org.au

Annual Return for 2016

**Section 230(1)(c) List of Names, Postal Addresses and Occupations of Persons Holding Office
 as at 31 December 2015**

<p><i>Western Australian Branch Electrical, Energy and Services Division</i></p>	<p>CEPU - Electrical Energy & Services Division Western Australian Branch C/- 24/257 Balcatta Road BALCATTA WA 6021 Email: kim@etuwa.com</p>
<p><i>Plumbing Division - National Office</i></p>	<p>CEPU Plumbing Division -National Office 2nd Floor, 52 Victoria Street CARLTON SOUTH VIC 3053 Email: info@pteu.asn.au</p>
<p><i>New South Wales Branch Plumbing Division</i></p>	<p>CEPU Plumbing Division – New South Wales Branch Shop 1/111 McEvoy Street ALEXANDRIA NSW 2015 Email: officeadmin@nswplumbersunion.com.au</p>
<p><i>Victorian Branch Plumbing Division</i></p>	<p>CEPU Plumbing Division – Victorian Branch 52 Victoria Street CARLTON SOUTH VIC 3053 Email: info@pteu.asn.au</p>
<p><i>Queensland Branch Plumbing Division</i></p>	<p>CEPU Plumbing Division – Queensland Branch Ground Floor, 41 Peel Street SOUTH BRISBANE QLD 4101 Email charlene@plumbersunionqld.com</p>
<p><i>Western Australian Branch Plumbing Division</i></p>	<p>CEPU Plumbing Division – Western Australian Branch C/-National Office 2nd Floor, 52 Victoria Street CARLTON SOUTH VIC 3053 Email: info@pteu.asn.au</p>

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS

CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division
Annual Return 2016

[s230(1)(d) such other records as are prescribed]
Regulation 147 – Prescribed records to be kept and lodged by Organisations
as at **31 December 2015**

- (e) **A record of each election that must, under the rules of the organisation, be held in the National Council and the Electrical & Plumbing Divisions during the year commencing 1 January:**

National Council

There are no elections scheduled for 2016 for the National Council.

Electrical, Energy & Services Division

Pursuant to Section B rule 15.5 of the CEPU Rules, elections for the following positions will take place in 2016:

- Divisional President;
- Divisional Vice President
- Other Divisional Branch representatives on the Divisional Executive

Plumbing Division

There are no elections scheduled for 2016 for the Plumbing Division.

Fair Work (Registered Organisations) Act 2009
RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS

CEPU National Council, Electrical, Energy & Services Division & the Plumbing Division
Annual Return 2016

[s230(1)(d) such other records as are prescribed]
Regulation 147 – Prescribed records to be kept and lodged by Organisations

- (g) If the organisation has entered into an agreement mentioned in subsection 151 (1) of the Act – a record of the number of members of the organisation who were, on 31 December in the previous year, ineligible state members, in relation to the organisation, within the meaning of section 150 of the Act.**

Nil

11 March 2016



Mr Allen Hicks
National Secretary & Divisional Secretary
Communications, Electrical, Electronic, Energy, Information, Postal,
Plumbing and Allied Services Union of Australia
By email: [REDACTED]

Dear Mr Hicks,

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia
Annual Return of Information for 2016 [AR2016/148]**

I refer to our letter dated 10 February 2016 reminding you of the obligation to lodge an Annual Return of Information for 2016 by **31 March 2016**. While the organisation has until the end of the month in which to lodge the information, we provide the following as a second and final reminder. Please ignore this letter if you have lodged the Annual Return in the last few days.

A signed and dated declaration certifying matters prescribed in the Fair Work (Registered Organisations) Act 2009 (the RO Act) must be lodged with the Fair Work Commission (the Commission) by that date. The matters to be included in the declaration are set out in the attached checklist.

The declaration must be signed by the Secretary, or where applicable, such other elected official who is required under the rules or by resolution of the organisation, to keep the relevant records (other prescribed officer). A declaration signed by a non-elected person does not meet this requirement. Further, you are reminded that the Secretary or other prescribed officer must also notify the Commission within 35 days of any changes to such records that may occur throughout the year.

If you require further information about an Annual Return you can refer to the '[Annual Information Requirements](#)' page on our website and, in particular, our Webinar slides.

Once an Annual Return has been lodged, a copy will be posted on our website at [List of Registered Organisations](#). Therefore, to protect the privacy of the relevant office holders listed in the declarations, it is recommended that officers list their official mailing address rather than personal home address.

We encourage you to lodge all returns electronically (e.g. as a pdf file) at orgs@fwc.gov.au. Please ensure that emailed documents include signatures where required.

Please note: failure to comply with these obligations is subject to a civil penalty provision (up to \$54,000 for a body corporate and \$10,800 for an individual per contravention), under s.305 of the RO Act. Finally, in maintaining the register of members, your attention is drawn to the circumstances where membership ceases to exist (s.230(2)(b) and s.171A of the RO Act).

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777

Email : orgs@fwc.gov.au

Internet : www.fwc.gov.au

Please do not hesitate to contact the Commission by phone on (03) 8661 7777 or by e-mail at orgs@fwc.gov.au if you wish to discuss the requirements outlined in this correspondence.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'A. Kyriakidis', is written over a faint, light blue circular watermark or stamp.

Annastasia Kyriakidis
Regulatory Compliance Branch

Obligation to lodge Annual Return of Information by 31 March

For full details see ss.230-233 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act), and rr.147-151 of the *Fair Work (Registered Organisations) Regulations 2009* (the RO Regulations).

A copy of each of the following records must be lodged with the Fair Work Commission (the Commission) between 1 January and 31 March each year. They must be certified by a declaration stating that it is a correct statement of the information contained in that record, signed by the Secretary or such other elected official who is required under the rules, or by resolution of the organisation, to keep the relevant records (**other prescribed officer** see r.150 of the RO Regulations).

Failure to comply with these obligations is subject to a civil penalty provision – see s.305 of the RO Act.

Requirement	Details of requirement
Maintenance of Register of Members	A declaration by the Secretary or other prescribed officer certifying that the register of members has, during the immediately preceding calendar year, been kept and maintained as required by ss.230(1)(a) and (2) [s.233(1)(a)] Note: In maintaining the register of members, your attention is drawn to s.171A of the RO Act that outlines the circumstances where membership ceases to exist.
List of Offices	A list of the offices in the organisation and each branch (note the definition of office and officer in ss.6 and 9) [s.230(1)(b)]
List of Office holders	A list of the names, postal addresses and occupations of the persons holding the offices (note the definition of office and officer in ss.6 and 9) [s.230(1)(c)]
List of Branches	A record of the name of each branch of the organisation [s.230(1)(d) and r.147(a)]
New Branches	A record of the name of each branch that commenced operation in the previous 12 months [s.230(1)(d) and r.147(b)]
Old Branches	A record of the name of each branch that ceased operation in the previous 12 months [s.230(1)(d) and r.147(c)]
Addresses of Organisation and Branches	A record of the address of the office of the organisation and the address of the office of each branch [s.230(1)(d) and r.147(d)]
Elections in Organisation and Branches	A record of each election that must, under the rules of the organisation, be held during the year commencing 1 January of the year in which the return is lodged, for any offices in the organisation and branches of the organisation . [s.230(1)(d) and r.147(e)] Note: this provision does not relieve an organisation or branch from the separate requirement to lodge prescribed information prior to each election, as required by s.189 of the RO Act
Statement concerning number of members	A record of the number of members on 31 December in the previous year; and If the organisation has entered into an agreement relating to members of State unions under s.151(1) of the RO Act,- a record of the number of members of the organisation who were (on 31 December in the previous year) ineligible State members in relation to the organisation within the meaning of s.150 of the RO Act. [s.230(1)(d) and rr.147(f) and (g)]

Obligation to notify of changes within 35 days

If there are any changes during the year to the offices, officeholders, branches (where relevant) or the address of the organisation and/or its branches an organisation must, within 35 days of the change, lodge with the Commission, a notification of such changes certified by declaration signed by the secretary or other prescribed officer of the organisation to be a correct statement of the changes made [RO Act s.233(2) and RO Regulations r.151 refer].



22 February 2016

Mr Greg Rayner
Divisional Secretary
Communications Division
Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia

Attn: Mr Patrick Massarani

By email

Dear Mr Hicks,

Notification of changes made to records [AR2016/148]

I acknowledge receipt on 9 February 2016 of a revised list of office holders of the Communications Division (the Division) of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (the organisation).

This information was lodged with the Fair Work Commission (the Commission) under s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act). Our records have been updated accordingly.

The list of office holders indicated that, within the Western Australian Communications Divisional Branch of the Division, there are two (2) vacant offices. The title of both of those vacant offices is Divisional Branch Committee of Management Member from the Telecommunications and Information Technology Industry Section of the Western Australian Communications Divisional Branch. I note one of the vacancies from the abovementioned office [REDACTED] occurred on 10 August 2015. It does not appear that the Commission received a notification of that change of office within 35 days after that change, as required by s.233(2) of the RO Act.

Section 233(2) of the RO Act is a civil penalty provision and, in conjunction with Regulation 151 of the *Fair Work (Registered Organisations) Regulations 2009* (the RO Regulations), it requires that a notification of change must be lodged within 35 days after the change of office occurred. The notification of the vacancy [REDACTED] was not lodged within the prescribed timeframe, and the organisation has therefore contravened a civil penalty provision. Please ensure that future notifications of change are lodged within 35 days of the change occurring.

Section 154D(1) of the RO Act requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers

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Internet: www.fwc.gov.au

those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be in your organisation's rules.

Thank you for the notification.

Yours sincerely,

Carolyn Moloney
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (02) 9308 1972
Email: orgs@fwc.gov.au
Facsimile: (03) 9655 0410
Internet: www.fwc.gov.au



10 February 2016

Mr Allen Hicks
National Secretary & Divisional Secretary
Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing
and Allied Services Union of Australia

By email: [REDACTED]

Dear Mr Hicks,

**Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia
Annual Return of Information for 2016 [AR2016/148]**

This is a courtesy letter to remind you of the obligation to lodge an Annual Return of Information for 2016 in respect of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia by **31 March 2016**.

A signed and dated declaration certifying matters prescribed in the *Fair Work (Registered Organisations) Act 2009* (the RO Act) must be lodged with the Fair Work Commission (the Commission) by that date. The matters to be included in the declaration are set out in the attached checklist.

The declaration must be signed by the Secretary, or where applicable, such other elected official who is required under the rules or by resolution of the organisation, to keep the relevant records (other prescribed officer). A declaration signed by a non-elected person does not meet this requirement. Further, you are reminded that the Secretary or other prescribed officer must also notify the Commission within 35 days of any changes to such records that may occur throughout the year.

As previously advised, section 233 places the onus of lodgement on the organisation and not on each individual branch. It is therefore the national body that is obliged to collate and lodge all of the required information. Annual Return templates are available on the Commission website at [Registered Organisations fact sheets](#), one for an [organisation with branches](#) and one for an [organisation without branches](#).

Once an Annual Return has been lodged, a copy will be posted on our website at [List of Registered Organisations](#). Therefore, to protect the privacy of the relevant office holders listed in the declarations, it is recommended that officers list their official mailing address rather than personal home address.

We encourage you to lodge all returns electronically (e.g. as a pdf file) at orgs@fwc.gov.au. Please ensure that emailed documents include signatures where required.

Please note: failure to comply with these obligations is subject to a civil penalty provision (up to \$54,000 for a body corporate and \$10,800 for an individual per contravention), under s.305 of the RO Act. Finally, in maintaining the register of members, your attention is drawn to the circumstances where membership ceases to exist (s.230(2)(b) and s.171A of the RO Act).

Please do not hesitate to contact the Commission by phone on (03) 8661 7777 or by e-mail at orgs@fwc.gov.au if you wish to discuss the requirements outlined in this correspondence.

Yours sincerely,

Anastasia Kyriakidis

Assistant Adviser
Regulatory Compliance Branch

Obligation to lodge Annual Return of Information by 31 March

For full details see ss.230-233 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act), and rr.147-151 of the *Fair Work (Registered Organisations) Regulations 2009* (the RO Regulations).

A copy of each of the following records must be lodged with the Fair Work Commission (the Commission) between 1 January and 31 March each year. They must be certified by a declaration stating that it is a correct statement of the information contained in that record, signed by the Secretary or such other elected official who is required under the rules, or by resolution of the organisation, to keep the relevant records (**other prescribed officer** see r.150 of the RO Regulations).

Failure to comply with these obligations is subject to a civil penalty provision – see s.305 of the RO Act.

Requirement	Details of requirement
Maintenance of Register of Members	A declaration by the Secretary or other prescribed officer certifying that the register of members has, during the immediately preceding calendar year, been kept and maintained as required by ss.230(1)(a) and (2) [s.233(1)(a)] Note: In maintaining the register of members, your attention is drawn to s.171A of the RO Act that outlines the circumstances where membership ceases to exist.
List of Offices	A list of the offices in the organisation and each branch (note the definition of office and officer in ss.6 and 9) [s.230(1)(b)]
List of Office holders	A list of the names, postal addresses and occupations of the persons holding the offices (note the definition of office and officer in ss.6 and 9) [s.230(1)(c)]
List of Branches	A record of the name of each branch of the organisation [s.230(1)(d) and r.147(a)]
New Branches	A record of the name of each branch that commenced operation in the previous 12 months [s.230(1)(d) and r.147(b)]
Old Branches	A record of the name of each branch that ceased operation in the previous 12 months [s.230(1)(d) and r.147(c)]
Addresses of Organisation and Branches	A record of the address of the office of the organisation and the address of the office of each branch [s.230(1)(d) and r.147(d)]
Elections in Organisation and Branches	A record of each election that must, under the rules of the organisation, be held during the year commencing 1 January of the year in which the return is lodged, for any offices in the organisation and branches of the organisation . [s.230(1)(d) and r.147(e)] Note: this provision does not relieve an organisation or branch from the separate requirement to lodge prescribed information prior to each election, as required by s.189 of the RO Act
Statement concerning number of members	A record of the number of members on 31 December in the previous year; and If the organisation has entered into an agreement relating to members of State unions under s.151(1) of the RO Act,- a record of the number of members of the organisation who were (on 31 December in the previous year) ineligible State members in relation to the organisation within the meaning of s.150 of the RO Act. [s.230(1)(d) and rr.147(f) and (g)]

Obligation to notify of changes within 35 days

If there are any changes during the year to the offices, officeholders, branches (where relevant) or the address of the organisation and/or its branches an organisation must, within 35 days of the change, lodge with the Commission, a notification of such changes certified by declaration signed by the secretary or other prescribed officer of the organisation to be a correct statement of the changes made [RO Act s.233(2) and RO Regulations r.151 refer].

GEN 16/14
5.0-001

11th February 2016

The General Manager,
Fair Work Commission,
Level 4/11 Exhibition Street,
MELBOURNE, VIC. 3000

Dear General Manager,

RE: AMENDMENT TO CEPU – COMMUNICATIONS DIVISION OFFICE HOLDERS

Please find attached my statutory declaration, containing an amendment to our financial membership figures for our Queensland Branch and Total Membership of the Communications Division.

Yours faithfully,



Greg Rayner,
DIVISIONAL SECRETARY.

Enc.

cc: Mr. A. Hicks [REDACTED]

GR:lc.

Level 9, 365 Queen Street, Melbourne Vic 3000 (Australia)

cwu.org.au

P (03) 9349 2100

F (03) 9642 0333

E cwu@cwu.org.au

ABN 22 401 014 998 A Division of CEPU

Shane Murphy Divisional President
John O'Donnell Divisional Assistant Secretary (Telecommunications)
Bernie Clarke Divisional Vice-President

Greg Rayner Divisional Secretary
Nicole Robinson Divisional Assistant Secretary (Postal)
Lisa-Maree Bahls Divisional Vice-President (AA)

I, Greg Rayner of the CEPU (Communications Division), 9th Floor, 365 Queen Street, Melbourne, 3000 do solemnly and sincerely declare that:

1. I am the Divisional Secretary of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia
2. I advise of the following correction to our letter dated 8th February 2016, Fair Work (Registered Organisations) Act 2009 – Statutory Reporting Requirements:
 - (a) Page 8 there are two corrections to be made- Queensland Branch membership figures should read **3386** members and the Total for the Communications Division should read **22152**, as shown in attached record.

And I make this solemn declaration by virtue of the Statutory Declaration Act 1959 and subject to the penalties provided by that Act for the making of False Statements in Statutory Declarations, conscientiously believing the statements contained in this declaration to be true in every particular.

DECLARED AT MELBOURNE IN THE STATE OF

VICTORIA, THIS 11th DAY OF FEBRUARY 2016



Greg Rayner

BEFORE ME,



Dahlia Khatab
9/365 Queen Street Melbourne, 3000
An Australian legal practitioner within the meaning
of the Legal Profession Uniform Law (Victoria)

REGULATION 147 – PRESCRIBED RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS (s 230 (1) (d))

(f) A RECORD OF THE NUMBER OF MEMBERS ON 31 DECEMBER IN THE PREVIOUS YEAR

STATEMENT CONCERNING NUMBER OF MEMBERS [s233 and Reg. 147(f)]

In accordance with s233 of the Fair Work (Registered Organisations) Act 2009 and Reg. 147(f) of the Fair Work (Registered Organisations) Regulations 2009, the following are the number of members and employees of the Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia - Communications Division as at 31st December, 2015:-

COMMUNICATIONS DIVISIONAL OFFICE

Members (Total for Communications Division)	22394 22152
Employees	12

P&T BRANCH **T&S BRANCH**

NEW SOUTH WALES

Members	8030	981
Employees	11	3

VICTORIA

Members	4368	1659
Employees	12	4

BRANCH

QUEENSLAND

Members	3628 3386
Employees	6

**SOUTH AUSTRALIA/
NORTHERN TERRITORY**

Members	1544
Employees	3


WESTERN AUSTRALIA

Members	1705
Employees	4

TASMANIA

Members	479
Employees	1

SIGNED:



Greg Rayner,
DIVISIONAL SECRETARY.

REGULATION 147 – PRESCRIBED RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS (s 230 (1) (d))

(a) A RECORD OF THE NAME OF EACH BRANCH OF THE ORGANISATION

LIST OF BRANCHES [s230(1)(d) and Reg. 147(a)]

New South Wales Postal and Telecommunications Divisional Branch

New South Wales Telecommunications and Services Divisional Branch

Victorian Postal and Telecommunications Divisional Branch

Victorian Telecommunications and Services Divisional Branch

Queensland Communications Divisional Branch

South Australia & Northern Territory Communications Divisional Branch

Western Australian Communications Divisional Branch

Tasmanian Communications Divisional Branch

REGULATION 147 – PRESCRIBED RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS (s 230 (1) (d))

- (b) A RECORD OF THE NAME OF EACH BRANCH THAT COMMENCED OPERATION IN THE PREVIOUS 12 MONTHS

Nil

REGULATION 147 – PRESCRIBED RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS (s 230 (1) (d))

- (c) A RECORD OF THE NAME OF EACH BRANCH THAT CEASED OPERATION IN THE PREVIOUS 12 MONTHS

Nil

REGULATION 147 – PRESCRIBED RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS (s 230 (1) (d))

(d) ADDRESSES OF OFFICES OF THE ORGANISATION AND BRANCHES [s230(1)(d) and Reg. 147(d)]

(i) DIVISIONAL OFFICE OF THE ORGANISATION

COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, INFORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UNION OF AUSTRALIA.

Communications Division National Office

9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000.

(ii) OFFICES OF DIVISIONAL BRANCHES OF THE COMMUNICATIONS DIVISION

New South Wales Postal and Telecommunications Divisional Branch

3rd Floor, 81 George Street, PARRAMATTA, NSW. 2150

New South Wales Telecommunications and Services Divisional Branch

Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040

Victorian Postal and Telecommunications Divisional Branch

75 Melville Road, Brunswick West, VIC. 3055

Victorian Telecommunications and Services Divisional Branch

3rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053

Queensland Communications Divisional Branch

1st Floor, 41 Peel Street, SOUTH BRISBANE, QLD. 4101

South Australian & Northern Territory Communications Divisional Branch

312 South Road, Richmond, SA. 5033

Western Australian Communications Divisional Branch

196 Lord Street, PERTH, WA. 6000

Tasmanian Communications Divisional Branch

105 New Town Road, NEW TOWN, TAS. 7008

REGULATION 147 – PRESCRIBED RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS (s 230 (1) (d))

(e) A RECORD OF EACH ELECTION THAT MUST, UNDER THE RULES OF THE ORGANISATION, BE HELD DURING EACH YEAR COMMENCING 1 JANUARY:

(i) for an office in the organisation; and

(Nil)

(ii) for an office in a branch of the organisation

(Nil)

REGULATION 147 – PRESCRIBED RECORDS TO BE KEPT AND LODGED BY ORGANISATIONS (s 230 (1) (d))

- (g) IF THE ORGANISATION HAS ENTERED INTO AN AGREEMENT MENTIONED IN SUBSECTION 151 (1) OF THE ACT – A RECORD OF THE NUMBER OF MEMBERS OF THE ORGANISATION WHO WERE, ON 31 DECEMBER IN THE PREVIOUS YEAR, INELIGIBLE STATE MEMBERS, IN RELATION TO THE ORGANISATION, WITHIN THE MEANING OF SECTION 150 OF THE ACT

Nil

SECTION 233 – OBLIGATION TO LODGE INFORMATION WITH FWA

SECTION 230 (1) (b) A list of the offices in the organisation and each Branch of the organisation

COMMUNICATIONS DIVISION OFFICES

Communications Divisional Officers:-

Divisional President (Honorary)	1
Divisional Vice-President (Honorary)	1
Divisional Vice-President (Affirmative Action) (Honorary)	1
Divisional Secretary	1
Divisional Assistant Secretary (Postal)	1
Divisional Assistant Secretary (Telecommunications)	1

National Councillors:-

Divisional President (Honorary)	1
Divisional Vice-President (Affirmative Action) (Honorary)	1
Divisional Secretary	1
Divisional Assistant Secretary (Postal)	1
Divisional Assistant Secretary (Telecommunications)	1

	Postal	Lines & General
NSW P&T Branch	1	1
VIC P&T Branch	1	1

	Technical	Operator
NSW T&S Branch	1	1
VIC T&S Branch	1	1

	Postal Services Industry	Telecommunications and Information Industry
QLD	1	1
SA/NT	1	1
WA	1	1
TAS	1	1

National Executive Members:-

Postal and Telecommunications Divisional Group:

Divisional Secretary	1
Postal Services Industry Group	2
Affirmative Action	1

Telecommunications and Services Divisional Group:

Divisional President (Honorary)	1
Telecommunications & Information Technology Industry Group	2
Affirmative Action	1

Divisional Conference Delegates:-

Divisional President (Honorary)		1
Divisional Vice-President (Honorary)		1
Divisional Vice-President (Affirmative Action) (Honorary)		1
Divisional Secretary		1
Divisional Assistant Secretary (Postal)		1
Divisional Assistant Secretary (Telecommunications)		1

	Postal	Lines & General
NSW P&T Branch	4	1
VIC P&T Branch	3	1

	Technical	Operator
NSW T&S Branch	1	1
VIC T&S Branch	1	1

	Postal Services Industry	Telecommunications and Information Industry
QLD	2	1
SA/NT	1	1
WA	1	1
TAS	1	1

Divisional Executive Members:-

Divisional President (Honorary)		1
Divisional Vice-President (Honorary)		1
Divisional Vice-President (Affirmative Action) (Honorary)		1
Divisional Secretary		1
Divisional Assistant Secretary (Postal)		1
Divisional Assistant Secretary (Telecommunications)		1

	Postal	Lines & General
NSW P&T Branch	1	1
VIC P&T Branch	1	1

	Technical	Operator
NSW T&S Branch	1	1
VIC T&S Branch	1	1

	Postal Services Industry	Telecommunications and Information Industry
QLD	1	1
SA/NT	1	1
WA	1	1
TAS	1	1

POSTAL AND TELECOMMUNICATIONS DIVISIONAL BRANCHES

New South Wales Divisional Branch:-

Branch President (Honorary)	(1)
Branch Vice-Presidents (Honorary)	(2)
Branch Secretary	(1)
Branch Assistant Secretary	(1)
Branch Organisers	(4)
Branch Committee of Management Members	
- Postal Industry Section (Honorary)	(7)
- Lines & General Industry Section (Honorary)	(4)

Victorian Divisional Branch:-

Branch President (Honorary)	(1)
Branch Vice-Presidents (Honorary)	(2)
Branch Secretary	(1)
Branch Organisers	(3)
Branch Committee of Management Members	
- Postal Industry Section (Honorary)	(8)
- Lines & General Industry Section (Honorary)	(3)

TELECOMMUNICATIONS AND SERVICES DIVISIONAL BRANCHES

New South Wales Divisional Branch:-

Branch President (Honorary)	(1)
Branch Vice-Presidents (Honorary)	
- Technical Industry Section	(2)
- Operator Industry Section	(1)
Branch Secretary	(1)
Branch Assistant Secretary (Honorary)	(1)
Branch Committee of Management Members	
- Technical Industry Section (Honorary)	(6)
- Operator Industry Section (Honorary)	(1)

Victorian Divisional Branch:-

Branch President (Honorary)	(1)
Branch Vice-President (Honorary)	(1)
Branch Secretary	(1)
Branch Assistant Secretary (Honorary)	(1)
Branch Committee of Management Members	
- Technical Industry Section (Honorary)	(9)
- Operator Industry Section (Honorary)	(1)

COMMUNICATIONS DIVISIONAL BRANCHES

Queensland Communications Divisional Branch:-

Branch President	(1)
Branch Vice-Presidents (Honorary)	(2)
Branch Vice-President – Affirmative Action (Honorary)	(1)
Branch Secretary	(1)
Branch Committee of Management Members	
- Postal Services Industry Section (Honorary)	(4)
- Telecommunications & Information Technology Industry Section (Honorary)	(2)

South Australian & Northern Territory Communications Divisional Branch:-

Branch President	(1)
Branch Vice-Presidents (Honorary)	(2)
Branch Vice-President – Affirmative Action (Honorary)	(1)
Branch Secretary	(1)
Branch Assistant Secretary (Honorary)	(1)
Branch Committee of Management Members	
- Postal Services Industry Section (Honorary)	(6)
- Telecommunications & Information Technology Industry Section (Honorary)	(6)

Western Australian Communications Divisional Branch:-

Branch President	(1)
Branch Vice-Presidents (Honorary)	(2)
Branch Vice-President – Affirmative Action (Honorary)	(1)
Branch Secretary	(1)
Branch Committee of Management Members	
- Postal Services Industry Section (Honorary)	(6)
- Telecommunications & Information Technology Industry Section (Honorary)	(6)

Tasmanian Communications Divisional Branch:-

Branch President (Honorary)	(1)
Branch Vice-President (Honorary)	(2)
Branch Secretary	(1)
Branch Assistant Secretary (Honorary)	(1)
Branch Committee of Management Members	
- Postal Services Industry Section (Honorary)	(3)
- Telecommunications & Information Technology Industry Section (Honorary)	(3)

SECTION 233 – OBLIGATIONS TO LODGE INFORMATION WITH FWA

SECTION 230 (1) (c) **A list of the names, postal addresses and occupations of the persons holding the offices**

LIST OF OFFICE HOLDERS

DIVISIONAL PRESIDENT (Honorary)

Mr. Shane Murphy	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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DIVISIONAL VICE-PRESIDENT (Honorary)

Mr. Bernie Clarke	C/- CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Postal Delivery Officer
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AFFIRMATIVE ACTION (Honorary)

Ms. Lisa-Maree Bahls	C/- CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Postal Delivery Officer
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DIVISIONAL SECRETARY

Mr. Greg Rayner	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
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DIVISIONAL ASSISTANT SECRETARIES

Mr. John O'Donnell	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
--------------------	--	----------------

Ms. Nicole Robinson	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
---------------------	--	----------------

NATIONAL COUNCILLORS

DIVISIONAL OFFICERS

DIVISIONAL PRESIDENT (Honorary)

Mr. Shane Murphy	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
------------------	---	----------------

AFFIRMATIVE ACTION (Honorary)

Ms. Lisa-Maree Bahls	C/-CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Postal Delivery Officer
----------------------	---	-------------------------

DIVISIONAL SECRETARY

Mr. Greg Rayner	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
-----------------	--	----------------

DIVISIONAL ASSISTANT SECRETARIES

Mr. John O'Donnell	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
--------------------	--	----------------

Ms. Nicole Robinson	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
---------------------	--	----------------

NEW SOUTH WALES

- Postal Industry Section

Mr. Jim Metcher	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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- Lines & General Industry Section

Mr. Shane Murphy	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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- Technical Industry Section

Mr. Alex Jansen	T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040	Union Official
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- Operator Industry Section

Mr. James Perkins	T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040	Union Official
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VICTORIA

- Postal Industry Section

Ms. Joan Doyle P&T Victorian Branch, Union Official
CEPU – Communications Div.,
75 Melville Road,
BRUNSWICK WEST, VIC. 3055

- Lines & General Industry Section

Ms Valerie-Ann Butler P&T Victorian Branch, Union Official
CEPU – Communications Div.,
75 Melville Road,
BRUNSWICK WEST, VIC. 3055

- Technical Industry Section

Mr. John Ellery T&S Victorian Branch, Union Official
CEPU – Communications Div.,
3rd Floor, New Building, Trades Hall,
Cnr. Lygon & Victoria Streets,
CARLTON SOUTH, VIC. 3053

- Operator Industry Section

Ms. Maureen Parker C/- T&S Victorian Branch, Customer Service Rep.
CEPU – Communications Div.,
3rd Floor, New Building, Trades Hall,
Cnr. Lygon & Victoria Streets,
CARLTON SOUTH, VIC. 3053

QUEENSLAND

- Postal Services Industry Section

Mr. Phil Hughes Queensland Branch, Union Official
CEPU – Communications Div.,
First Floor, 41 Peel Street,
SOUTH BRISBANE, QLD. 4101

- Telecommunications & Information Technology Industry Section

Mr. Brian Kershaw Telstra NQ - Townsville, CFW7
31-33 Corporate Crescent,
GAR BUTT, QLD. 4814

SOUTH AUSTRALIA & NORTHERN TERRITORY

- Postal Services Industry Section

Mr. Nick Townsend SA/NT Branch, Union Official
CEPU – Communications Div.,
312 South Road,
RICHMOND, S.A. 5033

- Telecommunications & Information Technology Industry Section (ONE VACANT OFFICE)

WESTERN AUSTRALIA

- Postal Services Industry Section

Mr. Barry McVee	Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Union Official
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- Telecommunications & Information Technology Industry Section

Mr. Norman Tredrea	C/-Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Technician Band 4
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TASMANIA

- Postal Services Industry Section

Mr. Peter Miller	C/-Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Retired
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- Telecommunications & Information Technology Industry Section

Mr. Greg Colbeck	C/- Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Communications Officer
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NATIONAL EXECUTIVE MEMBERS

Postal and Telecommunications Divisional Group

- Divisional Secretary

Mr. Greg Rayner	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
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- Postal Services Industry Group

Mr. Jim Metcher	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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Mr. Barry McVee	Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Union Official
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- Affirmative Action

Ms. Nicole Robinson	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
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Telecommunications and Services Divisional Group

- Divisional President (Honorary)

Mr. Shane Murphy	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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- Telecommunications and Services Divisional Group Members

Mr. Brian Kershaw	Telstra NQ – Townsville, 31-33 Corporate Crescent, GARBUTT, QLD. 4814	CFW7
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Mr. John O'Donnell	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
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- Affirmative Action

(ONE VACANT OFFICE)

DIVISIONAL CONFERENCE DELEGATES

DIVISIONAL OFFICERS

DIVISIONAL PRESIDENT (Honorary)

Mr. Shane Murphy	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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DIVISIONAL VICE-PRESIDENT (Honorary)

Mr. Bernie Clarke	C/- CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Postal Delivery Officer
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AFFIRMATIVE ACTION (Honorary)

Ms. Lisa-Maree Bahls	C/- CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Postal Delivery Officer
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DIVISIONAL SECRETARY

Mr. Greg Rayner	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
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DIVISIONAL ASSISTANT SECRETARIES

Mr. John O'Donnell	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
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Ms. Nicole Robinson	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
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NEW SOUTH WALES

- Postal Industry Section

Mr. Paul Kallipolitis	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Driver/Sorter
Ms. Rita Karim	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Senior Postal Service Officer
Mr. Jim Metcher	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
Mr. Dharpal Singh	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Mail Officer

- Lines & General Industry Section

Mr. Shane Murphy	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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- Technical Industry Section

Mr. Alex Jansen	T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040.	Union Official
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- Operator Industry Section

Mr. James Perkins	T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040.	Union Official
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VICTORIA

- Postal Industry Section

Mr. Leroy Lazaro	P&T Victorian Branch, CEPU – Communications Div., 75 Melville Road, BRUNSWICK WEST, VIC. 3055	Union Official
Mr. Chris Punshon	City Street Delivery Centre, 640 Bourke Street, MELBOURNE, VIC. 3000	Postal Delivery Officer
Mr. Anthony Veal	Richmond Delivery Centre, 508 Church Street, RICHMOND, VIC. 3121	Postal Delivery Officer

- Lines & General Industry Section

Ms Valerie-Ann Butler	P&T Victorian Branch, CEPU – Communications Div., 75 Melville Road, BRUNSWICK WEST, VIC. 3055	Union Official
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- Technical Industry Section

Mr. Paul Lightfoot	C/-T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Technical Specialist 5
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- Operator Industry Section

Ms. Maureen Parker	C/-T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Customer Service Rep.
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QUEENSLAND

- Postal Services Industry Section

Mr. Cameron Bird	Queensland Branch, CEPU – Communications Div., First Floor, 41 Peel Street, SOUTH BRISBANE, QLD. 4101	Union Official
Mr. Phil Hughes	Queensland Branch, CEPU – Communications Div., First Floor, 41 Peel Street, SOUTH BRISBANE, QLD. 4101	Union Official

- Telecommunications & Information Technology Industry Section

Mr. Brian Kershaw	Telstra NQ – Townsville, 31-33 Corporate Crescent, GARbutt, QLD. 4814	CFW7
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SOUTH AUSTRALIA & NORTHERN TERRITORY

- Postal Services Industry Section

Mr. Nick Townsend	SA/NT Branch, CEPU – Communications Div., 312 South Road, RICHMOND, S.A. 5033	Union Official
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- Telecommunications & Information Technology Industry Section

(ONE VANCANT OFFICE)

WESTERN AUSTRALIA

- Postal Services Industry Section

Mr. Barry McVee	Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Union Official
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- Telecommunications & Information Technology Industry Section

Mr. Norman Tredrea	C/-Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Technician Band 4
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TASMANIA

- Postal Services Industry Section

Mr. Peter Miller

C/- Tasmanian Branch,
CEPU – Communications Div.,
105 New Town Road,
NEW TOWN, TAS. 7008

Retired

- Telecommunications & Information Technology Industry Section

Mr. Greg Colbeck

C/- Tasmanian Branch,
CEPU – Communications Div.,
105 New Town Road,
NEW TOWN, TAS. 7008

Communications Officer

DIVISIONAL EXECUTIVE MEMBERS

DIVISIONAL OFFICE

DIVISIONAL PRESIDENT (Honorary)

Mr. Shane Murphy	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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DIVISIONAL VICE-PRESIDENT (Honorary)

Mr. Bernie Clarke	C/- CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Postal Delivery Officer
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AFFIRMATIVE ACTION (Honorary)

Ms. Lisa-Maree Bahls	C/- CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Postal Delivery Officer
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DIVISIONAL SECRETARY

Mr. Greg Rayner	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
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DIVISIONAL ASSISTANT SECRETARIES

Mr. John O'Donnell	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
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Ms. Nicole Robinson	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
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NEW SOUTH WALES

- Postal Industry Section

Mr. Jim Metcher	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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- Lines & General Industry Section

Mr. Shane Murphy	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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- Technical Industry Section

Mr. Alex Jansen	T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040.	Union Official
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- Operator Industry Section

Mr. James Perkins	T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040.	Union Official
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VICTORIA

- Postal Industry Section

Ms. Joan Doyle	P&T Victorian Branch, CEPU – Communications Div., 75 Melville Road, BRUNSWICK WEST, VIC. 3055	Union Official
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- Lines & General Industry Section

Ms Valerie-Ann Butler	P&T Victorian Branch, CEPU – Communications Div., 75 Melville Road, BRUNSWICK WEST, VIC. 3055	Union Official
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- Technical Industry Section

Mr. John Ellery	T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Union Official
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- Operator Industry Section

Ms. Maureen Parker	C/-T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Customer Service Rep.
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QUEENSLAND

- Postal Services Industry Section

Mr. Phil Hughes	Queensland Branch, CEPU – Communications Div., First Floor, 41 Peel Street, SOUTH BRISBANE, QLD. 4101	Union Official
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- Telecommunications & Information Technology Industry Section

Mr. Brian Kershaw	Telstra NQ – Townsville, 31-33 Corporate Crescent, GAR BUTT, QLD. 4814	CFW7
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SOUTH AUSTRALIA & NORTHERN TERRITORY

- Postal Services Industry Section

Mr. Nick Townsend	SA/NT Branch, CEPU – Communications Div., 312 South Road, RICHMOND, S.A. 5033	Union Official
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- Telecommunications & Information Technology Industry Section

(ONE VACANT OFFICE)

WESTERN AUSTRALIA

- Postal Services Industry Section

Mr. Barry McVee	Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Union Official
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- Telecommunications & Information Technology Industry Section

Mr. Norman Tredrea	C/-Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Technician Band 4
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TASMANIA

- Postal Services Industry Section

Mr. Peter Miller	C/- Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Retired
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- Telecommunications & Information Technology Industry Section

Mr. Greg Colbeck	C/- Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Communications Officer
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DOCUMENT 2 (C): List of name and address of the organisation and of each Branch (Sec 230(1)(d) – reg. 147)

NEW SOUTH WALES POSTAL AND TELECOMMUNICATIONS DIVISIONAL BRANCH

BRANCH PRESIDENT (Honorary)

Mr. Rod Baxter	C/- P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Technical Worker Level 7
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BRANCH VICE-PRESIDENTS (Honorary)

Ms. Maureen Morris	C/- P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Postal Services Officer
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Mr. Peter O’Connell	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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BRANCH SECRETARY

Mr. Jim Metcher	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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BRANCH ASSISTANT SECRETARY

Mr. Shane Murphy	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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BRANCH ORGANISERS

Mr. Peter Chaloner	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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Mr. Gil Enzon	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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Mr. Tan Kien Ly	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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Mr. Aaron Stockdale	P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Union Official
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BRANCH COMMITTEE OF MANAGEMENT MEMBERS – POSTAL INDUSTRY SECTION (Honorary)

Ms. Paula Houghton	C/- P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Mail Officer
Mr. John Larsen	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Postal Transport Officer
Mr. Tony McCallum	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Postal Delivery Officer
Mr. Gary Smith	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Postal Delivery Officer
Ms. Pania Stephens	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Parcel Post Officer
Mr. Don Watson	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Senior Postal Delivery Officer 2
Mr. David Wong	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Mail Officer

BRANCH COMMITTEE OF MANAGEMENT MEMBERS – LINES & GENERAL INDUSTRY SECTION (Honorary)

Mr. Massimo (Max) Catania	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Sub-Contractor
Mr. Tony Damjanovski	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Customer Field Workforce Band 4
Mr. George Deligiannis	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Customer Field Workforce Band 4
Mr. Steven Worsley	C/-P&T NSW Branch, CEPU – Communications Div., Level 3, 81 George Street, PARRAMATTA, NSW. 2150	Customer Field Workforce Band 4

NEW SOUTH WALES TELECOMMUNICATIONS AND SERVICES DIVISIONAL BRANCH

BRANCH PRESIDENT (Honorary)

Mr. Lloyd Harris	C/- T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040	Technician
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BRANCH VICE-PRESIDENTS – TECHNICAL INDUSTRY SECTION (Honorary)

Mr. Peter Wasilewski	C/- T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040	Technician Specialist
Mr. Glenn Falls	Telstra IS Country South, Bowral Telephone Exchange, 11 Merrigang Street, REGENTS PARK, NSW. 2570	Technical Specialist

BRANCH VICE-PRESIDENT – OPERATOR INDUSTRY SECTION (Honorary)

Mr. James Perkins	T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040	Union Official
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BRANCH SECRETARY

Mr. Alex Jansen	T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040	Union Official
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BRANCH ASSISTANT SECRETARY (Honorary)

Mr. Lee Walkington	C/-T&S NSW Branch, CEPU – Communications Div., Suite 1B, Level 1, 57-59 Renwick Street, LEICHHARDT, NSW. 2040	Technician
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BRANCH COMMITTEE OF MANAGEMENT MEMBERS – TECHNICAL INDUSTRY SECTION (Honorary)

Mr. Peter Banner	Australia Post, Sydney Parcels Facility, 12 Hume Hwy, CHULLORA, NSW. 2143	Technician
Mr. Randell Bye	Telstra IS, Service Ops East ASG, Unit 3, 12 Lord Street, BOTANY, NSW. 2019	Technician Specialist
Mr. David Crotty	Optus, 1 Lyon Park Road, MAQUARIE PARK, NSW. 2113	Network Engineer

Mr. John Duffey	Telstra IS Service Ops Canberra Sth, Lvl 2, 490 Northbourne Ave., DICKSON, ACT. 2602	Technician Specialist
Mr. Michael Lennon	Telstra Operations Service Delivery L2, 490 Northborne Avenue, DIXON, ACT. 2602	Field Technician Band 8
Mr. David Seychell	Technology Service, Network West, Level 2, 91-93 Marsden Street, PARRAMATTA, NSW. 2150	Technician Specialist

BRANCH COMMITTEE OF MANAGEMENT MEMBERS – OPERATOR INDUSTRY SECTION (Honorary)

Ms. Joanne King	Telstra Retail, Information Connection, L13, 400 George Street, SYDNEY, NSW. 2000	Operator Level 6
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VICTORIAN POSTAL AND TELECOMMUNICATIONS DIVISIONAL BRANCH

BRANCH PRESIDENT (Honorary)

Mr. Chris Punshon	City Street Delivery Centre, 640 Bourke Street, MELBOURNE, VIC. 3000	Postal Delivery Officer
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BRANCH VICE-PRESIDENTS (Honorary)

Mr. Andrew Howson	Mooroolbark Delivery Centre, Unit 2, 308 Maroondah Highway, MOOROOLBARK, VIC 3138	Postal Delivery officer
Mr. Peter Shead	Melbourne Transport Facility, 133 Fairbairn Road, WEST SUNSHINE, VIC. 3020	Postal Transport Officer

BRANCH SECRETARY

Mr. Leroy Lazaro	P&T Victorian Branch, CEPU – Communications Div., 75 Melville Road, BRUNSWICK WEST, VIC. 3055	Union Official
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BRANCH ORGANISERS

Ms. Joan Doyle	P&T Victorian Branch, CEPU – Communications Div., 75 Melville Road, BRUNSWICK WEST, VIC. 3055	Union Official
Mr. Brendan Henley	P&T Victorian Branch, CEPU – Communications Div., 75 Melville Road, BRUNSWICK WEST, VIC. 3055	Union Official
Ms. Cindy Shelley	P&T Victorian Branch, CEPU – Communications Div., 75 Melville Road, BRUNSWICK WEST, VIC. 3055	Union Official

BRANCH COMMITTEE OF MANAGEMENT MEMBERS - POSTAL INDUSTRY SECTION (Honorary)

Mr. Gary Cleland	Morwell Delivery Centre, 8-20 Bridle Road, MORWELL, VIC. 3840	Postal Delivery Officer
Mr. Kevin Gomez	Dandenong Letters Centre, 120 Nathan Road, DANDENONG SOUTH, VIC. 3175	Mail Officer
Mr. Rob Heller	Northland Post Shop Shop F20 Northland Shopping Centre, 2 Murray Road, PRESTON, VIC. 3072	Relief Postal Services Officer
Mr. Loral McGlashan	Northland Centre Post Shop, Shop W44, 2 Murray Road, PRESTON, VIC. 3072	Postal Services Officer
Mr. Wayne Redenbach	Melbourne Parcel Facility, 133 Fairbairn Road, WEST SUNSHINE, VIC. 3020	Mail Officer

Ms. Meredith San Jose	Melbourne Gateway Facility, 155 Apec Drive, TULLAMARINE, VIC. 3043	Mail Officer
Ms. Louise Whitefield	Melton Post Shop, 340 High Street, MELTON, VIC. 3337	Postal Manager
Mr. Ray Zimmer	Burwood Delivery Centre, 15 Huntingdale Road, BURWOOD, VIC. 3125	Postal Delivery Officer

BRANCH COMMITTEE OF MANAGEMENT MEMBERS – LINES & GENERAL INDUSTRY SECTION (Honorary)

Ms. Valerie-Ann Butler	P&T Victorian Branch, CEPU – Communications Div., 75 Melville Road, BRUNSWICK WEST, VIC. 3055	Union Official
Mr. Ross Hudson	Telstra Enhanced Services, 301 Burwood Highway, BURWOOD, VIC. 3125	Communications Officer
Mr. Angelo Ozella	Telstra, Melton Metro, 15 Evans Street SUNBURY, VIC. 3429	Communications Officer

VICTORIAN TELECOMMUNICATIONS AND SERVICES DIVISIONAL BRANCH

BRANCH PRESIDENT (Honorary)

(ONE VACANT OFFICE)

BRANCH VICE-PRESIDENT (Honorary)

Mr. Kelvin Welbourn	C/- T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Technical Workstream Level 8
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BRANCH SECRETARY

Mr. John Ellery	T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Union Official
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BRANCH ASSISTANT SECRETARY (Honorary)

Ms. Sue Riley	T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Union Official
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BRANCH COMMITTEE OF MANAGEMENT MEMBERS - TECHNICAL INDUSTRY SECTION (Honorary)

Mr. Mark Dennis	C/- T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Technology Professional
Mr. Neil Johnson	C/- T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Technical Specialist
Mr. Paul Lightfoot	C/- T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Technical Specialist 5
Mr. Ian McCallum	C/- T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Technical Specialist
Mr. Robert Parker	C/- T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	CFW Band 8

Ms. Mihi Shaw	C/- T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	CSSW 1
Mr. David Smithwick	CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Union Official
Ms. Amy Stubberfield	C/- T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Call Taker
Mr. Scott Thomson	C/- T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Technical Officer

BRANCH COMMITTEE OF MANAGEMENT MEMBERS – OPERATOR INDUSTRY SECTION (Honorary)

Ms. Maureen Parker	C/-T&S Victorian Branch, CEPU – Communications Div., 3 rd Floor, New Building, Trades Hall, Cnr. Lygon & Victoria Streets, CARLTON SOUTH, VIC. 3053	Customer Service Rep.
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QUEENSLAND COMMUNICATIONS DIVISIONAL BRANCH

BRANCH PRESIDENT

Mr. Cameron F. Bird	Queensland Branch, CEPU – Communications Div., First Floor, 41 Peel Street, SOUTH BRISBANE, QLD. 4101	Union Official
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BRANCH VICE-PRESIDENTS (Honorary)

Mr. Kevin Hogan	Postal Delivery Centre 45 Burnett Street, ROCKHAMPTON, QLD. 4700	SNR PDO 1
Mr. Brian Kershaw	Telstra NQ – Townsville, 31-33 Corporate Crescent, GARBUTT, QLD. 4814	CFW7

BRANCH VICE-PRESIDENT - AFFIRMATIVE ACTION (Honorary)

Ms. Catherine O'Brien	Northgate Mail Centre, 129 Toombul Road, NORTHGATE, QLD. 4013	Mail Officer
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BRANCH SECRETARY

Mr. Phil Hughes	Queensland Branch, CEPU – Communications Div., First Floor, 41 Peel Street, SOUTH BRISBANE, QLD. 4101	Union Official
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BRANCH COMMITTEE OF MANAGEMENT MEMBERS – POSTAL SERVICES INDUSTRY SECTION (Honorary)

Mr. Chris Gleeson	Nambour Postal Delivery Centre, 30-46 Perwillowen Road, NAMBOUR, QLD. 4560	Postal Delivery Officer
Mrs. Sonya Hughes	Queensland Branch, CEPU – Communications Div., First Floor, 41 Peel Street, SOUTH BRISBANE, QLD. 4101	Union Official
Mr. Brett O'Neill	Nambour Delivery Hub, 30-46 Perwillowen Road, NAMBOUR, QLD. 4560	Postal Delivery Officer
Mr. Mark Templeman	Queensland Branch, CEPU – Communications Div., First Floor, 41 Peel Street, SOUTH BRISBANE, QLD. 4101	Union Official

BRANCH COMMITTEE OF MANAGEMENT MEMBERS – TELECOMMUNICATIONS & INFORMATION TECHNOLOGY INDUSTRY SECTION (Honorary)

Mr. Fraser Dawson	C/-Queensland Branch, CEPU – Communications Div., First Floor, 41 Peel Street, SOUTH BRISBANE, QLD. 4101	Technical Assistant
Mr. Bryan Plahn	Telstra NQ Mackay 35 River Street, MACKAY, QLD. 4740	CFW7

**SOUTH AUSTRALIAN & NORTHERN TERRITORY COMMUNICATIONS DIVISIONAL
BRANCH**

BRANCH PRESIDENT

Mr. Graham Lorrain	SA/NT Branch, CEPU – Communications Div., 312 South Road, RICHMOND, S.A. 5033	Union Official
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BRANCH VICE-PRESIDENTS (Honorary)

Mr. Frank Quaiat	Elizabeth West Delivery Centre, 7 Hooke Road, ELIZABETH WEST, S.A. 5113	Postal Delivery Officer
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(ONE VACANT OFFICE)

BRANCH VICE-PRESIDENT - AFFIRMATIVE ACTION (Honorary)

Ms. Lisa-Maree Bahls	C/- CEPU-Communications National Office, 9th Floor, 365 Queen Street, MELBOURNE, VIC. 3000	Postal Delivery Officer
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BRANCH SECRETARY

Mr. Nick Townsend	SA/NT Branch, CEPU – Communications Div., 312 South Road, RICHMOND, S.A. 5033	Union Official
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BRANCH ASSISTANT SECRETARY (Honorary)

Mr. Doug Barnwell	Glynde Delivery Centre, 69 Glynburn Road, GLYNDE, S.A. 5070	Postal Delivery Officer
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BRANCH COMMITTEE OF MANAGEMENT MEMBERS – POSTAL INDUSTRY SECTION (Honorary)

Ms. Rasma Fitch	Australia Post, GPO Adelaide, SA 5000 EDWARDSTOWN, S.A. 5039	Postal Services Officer
Mr. Paul Griffin	Hutt Street Post Office, ADELAIDE, S.A. 5000	Postal Manager
Mr. Blayne Lagrutta	Australia Post, 12 Shelton Drive, SALISBURY EAST, SA. 5109	Postman
Mr. Glen McDonald	Marleston Delivery Centre, MARLESTON, S.A. 5033	Postal Delivery Officer
Mr. Nicolas Bentley	Australia Post, Somerton Park Delivery Centre, 3-5 Seaforth Avenue, SOMERTON PARK, SA 5044	Postal Delivery Officer
Mr. Jim Scott	Edinburgh North Delivery Centre, 7 Hooke Road, ELIZABETH WEST, SA. 5113	Postal Delivery Officer

**BRANCH COMMITTEE OF MANAGEMENT MEMBERS – TELECOMMUNICATIONS & INFORMATION
TECHNOLOGY INDUSTRY SECTION (Honorary)**

(SIX VACANT OFFICES)

WESTERN AUSTRALIAN COMMUNICATIONS DIVISIONAL BRANCH

BRANCH PRESIDENT

Mr. Bryan Watkins	Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Union Official
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BRANCH VICE-PRESIDENTS (Honorary)

Mr. Roy Waller	West Leederville DC 17 Northwood Street LEEDERVILLE, WA. 6007	Senior Postal Delivery
Mr. Peter Noble	Telstra Advanced Services, 138 Kewdale Road, KEWDALE, WA. 6105	Customer Field Workforce 3

BRANCH VICE-PRESIDENT – (AFFIRMATIVE ACTION) (Honorary)

Ms. Colleen Noonan	Telstra, 7 th Floor, Stirling Street, PERTH, WA. 6000	Customer Services Officer
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BRANCH SECRETARY

Mr. Barry McVee	Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Union Official
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BRANCH COMMITTEE OF MANAGEMENT MEMBERS – POSTAL INDUSTRY SECTION (Honorary)

Mr. Kevin Brown	C/-Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Postal Manager
Mr. John Evangelista	C/-Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Postal Manager
Mr. Stephen Plichta	Perth Mail Centre 379 Boud Avenue PERTH AIRPORT, WA. 6105	Mail Officer
Ms. Christine Rabey	C/-Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Postal Delivery Officer
Mr. John Vagg	Perth Parcel Centre, 119 Pilbara Street, WELSHPOOL, WA. 6016	Parcel Post Officer
Mr. Matthew Wilson	C/-Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Postal Delivery Officer

**BRANCH COMMITTEE OF MANAGEMENT MEMBERS – TELECOMMUNICATIONS & INFORMATION
TECHNOLOGY INDUSTRY SECTION (Honorary)**

Mr. Andrew Gomersall	Telstra, 80 Stirling Street, PERTH, WA. 6000	Lines & General Band 4
Mr. Mark Kelley	C/- Western Australian Branch, CEPU – Communications Div., 196 Lord Street, PERTH, WA. 6000	Technician
Mr. John Kus	C/- Western Australian Branch CEPU – Communications Div., 196 Lord Street PERTH, WA. 6000.	Technician
Mr. Norman Tredrea	Telstra, 80 Stirling Street, PERTH, WA. 6000	Technician Band 4
(TWO VACANT OFFICE)		

TASMANIAN DIVISIONAL BRANCH

BRANCH PRESIDENT (Honorary)

Mr. Peter Miller	C/-Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Retired
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BRANCH VICE-PRESIDENTS (Honorary)

Mr. Greg Colbeck	C/- Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Communications Officer
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Ms. Belinda Gordon	C/- Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Postal Delivery Officer
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BRANCH SECRETARY

Mr. Dave Moore	Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Union Official
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BRANCH ASSISTANT SECRETARY (Honorary)

Mr. Tim Hutt	C/- Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Postal Delivery Officer
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BRANCH COMMITTEE OF MANAGEMENT MEMBERS - POSTAL SERVICES INDUSTRY SECTION (Honorary)

Mr. Simon Allen	C/- Tasmanian Branch, 105 New Town Road, NEW TOWN, TAS. 7008	Postal Delivery Officer
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Mr. Gerard Brown	C/- Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Postal Transport Officer
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Mr. Andrew Longey	C/- Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Postal Delivery Officer
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BRANCH COMMITTEE OF MANAGEMENT MEMBERS – TELECOMMUNICATIONS & INFORMATION TECHNOLOGY INDUSTRY SECTION (Honorary)

Mr. Michael Graham	C/- Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Communications Officer 4
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Mr. Luke Miller	C/- Tasmanian Branch, CEPU – Communications Div., 105 New Town Road, NEW TOWN, TAS. 7008	Technician
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(ONE VACANT OFFICE)