



16 September 2021

Teri O'Toole
Federal Secretary
Flight Attendants' Association of Australia
Sent via email: teri@faaa.net

Notification of changes – Action required

Dear Teri O'Toole,

We acknowledge receipt of a Notification of Change to the office holders of the Flight Attendants' Association of Australia (AR2021/26).

A list of those changes has been summarised in Appendix A at the end of this letter.

What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the ROC's [Officer Induction Kit](#)

These next steps are explained below in more detail.

Late notification warning



Appendix A contains late notifications. Please inform the relevant officer that this has been recorded against AR2021/26.

Late notifications are a serious issue that impacts on the transparency of the whole organisation to its members. Members should be able to tell who their officers are.

We have included some resources below to help support your good governance in relation to notifications of change.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (s.293K of the Fair Work (Registered Organisations) Act 2009 (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process
- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



Officer financial training audit

An audit by the ROC into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

Help for new officers: Officer Induction Kit

The ROC has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the ROC's [officers and disclosures](#) page.

Disclosure obligations: what officers must do

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the ROC's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

Time frames for notifications of change

Notifications of change must be lodged within 35 days of the change occurring (r 151 Fair Work (Registered Organisations) Regulations 2009).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement



eLearning module – notifications of change

The ROC has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or regorgs@roc.gov.au if you have any questions or would like to discuss this matter further.

Yours sincerely

Registered Organisations Commission

Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the ROC Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
19/07/2021	Federal	Councillor (2)	No - 112 Days
10/08/2021		Domestic Councillor	Yes

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, Gareth Uren, being the Assistant Secretary Domestic of the Flight Attendants' Association 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.

Signed:



Gareth Uren – Assistant Secretary Domestic

Dated: 10 August 2021

ANNEXURE A**THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE**

Changes to Offices and Office Holders in the Organisation and its Branches:

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>No Branch</i>	<i>04.08.2021</i>	<i>Domestic Councillor – Rex/Other</i>	<i>Elizabeth Cantlon</i>	<i>Casual Vacancy</i>		

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, Gareth Uren, being the Assistant Secretary Domestic of the Flight Attendants' Association 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.

Signed:



Dated:

19 July 2021

ANNEXURE A**THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE**

Changes to Offices and Office Holders in the Organisation and its Branches

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>Federal</i>	<i>22.02.2021</i>	<i>Councillor – Rex & Other</i>	<i>Insufficient Nominations</i>	<i>Elizabeth Cantlon</i>	<i>20 Ewan Street Mascot NSW 2020</i>	<i>Flight Attendant</i>
<i>Federal</i>	<i>22.02.2021</i>	<i>Councillor – Jetstar, Team Jetstar, Network, Eastern & Sunstate</i>	<i>Insufficient Nominations</i>	<i>Sandy Aham</i>	<i>20 Ewan Street Mascot NSW 2020</i>	<i>Flight Attendant</i>



Australian Government
Registered Organisations Commission

16 March 2021

Teri O'Toole
Federal Secretary
Flight Attendants' Association of Australia
Sent via email: teri@faaa.net

Dear Teri O'Toole

The Flight Attendants' Association of Australia's annual return of information (Annual Return) lodged under subsection 233(1) of the RO Act

Thank you for providing your declarations and information (Annual Return) lodged under subsection 233(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).

Summary of your Annual Return and Review Outcome

Year 2020
Matter number AR2021/26
Lodgement date 22 February 2021
Review Primary Review
Result FILED

Your primary review

Your Annual Return had a **primary review** which checked whether it was signed by an officer, lodged on time, the required declarations were made, included the list of offices and office holders and whether you met the requirements that the ROC raised with you last year. A primary review does not examine all the requirements of subsection 233(1).



Your Annual Return satisfied the requirements of the primary review and has been uploaded to the ROC website.

The ROC's risk-based approach

This year your Annual Return was assessed against a primary review. A primary review does not check all legislative requirements.

Over a five year period the Annual Return of every organisation will be subject to at least one advanced review. An advanced review is a more comprehensive review.

The ROC's [advanced review checklists](#) are published on our website.

Do you have questions?

Information and education materials are available on our [website](#). These materials are regularly updated. We recommend you [subscribe to the ROC's subscription service](#).

If you have any queries we can be contacted on 1300 341 665 or by email at regorgs@roc.gov.au.

Yours sincerely

Registered Organisations Commission

ANNUAL RETURN OF INFORMATION (organisation with branches) in accordance with Regulation 147 Fair Work (Registered Organisations) Regulations 2009 and Sections 230 and 233 Fair Work (Registered Organisations) Act 2009

Flight Attendants' Association of Australia

I, Teri O'Toole, being the Federal Secretary of the Flight Attendants' Association of Australia, declare the following:

1. I am authorised to make this declaration.
2. The register of members has, during the immediately preceding calendar year, been kept and maintained as required by s.230(1)(a) and s.230(2) of the *Fair Work (Registered Organisations) Act 2009* (the Act).
3. The following is a correct statement of 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 Act:
 - The address of the organisation is 20 Ewan Street MASCOT NSW 2020.¹
 - There are currently no branches of the organisation.² Two Divisions which ceased operation with effect from 15 September 2020 are listed below.
 1. FAAA International Division
 2. FAAA Domestic Division
 - On 31 December 2020, the number of members was **5679**.³
 - A list of offices and the names, postal addresses and occupations of persons holding those offices as at the date of this declaration is attached at Annexure A and forms part of this declaration.

¹ s.230(1)(d); reg.147(d)

² s.230(1)(d); reg.147(a) & (d)

³ s.230(1)(d); reg.147(f)

- Under the rules of the organisation, the following elections must be held between 1 January and 31 December 2020:⁴
 1. There are no scheduled elections due in the period 1 January to 31 December 2021. (The scheduled quadrennial elections were completed in July 2020)
There are vacancies in the office Divisional Councillor (Domestic). These were the subject of an election decision issued by the ROC on 9 October 2020 in matter E2020/186, to fill these vacancies by and from the respective 'Domestic' electorates. That election is yet to be completed by the Australian Electoral Commission, with nominations anticipated to open shortly.

- During the previous 12 months:⁵
 - NO branches COMMENCED operation; and
 - The following branches CEASED operation:
 - International Division, 20 Ewan Street MASCOT NSW 2020
 - National Division, 20 Ewan St MASCOT NSW 2020

- The organisation:
 - Has not entered into an agreement under s.151 (1) of the Act with a state union.

Signed: Teri O'Toole - Secretary



Dated:

2/2/21

[PLEASE NOTE: This declaration must be lodged with the Registered Organisations Commission by 31 March. It can be submitted to regorgs@roc.gov.au. If at any time in the year this information changes a Notification of Changes must be lodged with the ROC within 35 days of the change.⁶]

⁴ s.230(1)(d); reg.147(e)

⁵ s.230(1)(d); reg.147(b) & (c)

⁶ s.233(2); reg. 151

			2020
	<i>Federal Assistant Secretary (International)</i>	<i>Lou Nesci</i>	<i>As above</i>
	<i>President (International)</i>	<i>David Horsfall</i>	<i>As above</i>
	<i>Vice President (International)</i>	<i>Lisa Di Brazza</i>	<i>As above</i>
	<i>Deputy Vice President (International)</i>	<i>Ian Blake</i>	<i>As above</i>
	<i>Executive Member (International)</i>	<i>Laura Mackay</i>	<i>As above</i>
	<i>Councillor (International)</i>	<i>Sarah De Wilt</i>	<i>As above</i>
	<i>Councillor (International)</i>	<i>Benjamin Parker</i>	<i>As above</i>
	<i>Councillor (International)</i>	<i>Troy Jones</i>	<i>As above</i>
	<i>Councillor (International)</i>	<i>Clair Smith</i>	<i>As above</i>
	<i>Councillor (International)</i>	<i>Julie Moody</i>	<i>As above</i>
	<i>Councillor (International)</i>	<i>Kylie Philippe</i>	<i>As above</i>
	<i>Councillor (International)</i>	<i>Greg Wall</i>	<i>As above</i>
	<i>Councillor (International)</i>	<i>Gavin White</i>	<i>As above</i>

	<i>Councillor (Domestic)</i>	<i>Gabrielle Linton</i>	<i>As above</i>
	<i>Councillor (Domestic)</i>	<i>Susan Whitford</i>	<i>As above</i>
	<i>Councillor (Domestic)</i>	<i>Adam Procter</i>	<i>As above</i>
	<i>Councillor (Domestic)</i>	<i>Nesh Sharm</i>	<i>As above</i>
	<i>Councillor (Domestic)</i>	<i>Vacant</i>	<i>As above</i>
	<i>Councillor (Domestic)</i>	<i>Vacant</i>	<i>As above</i>
	<i>Councillor (Domestic)</i>	<i>Vacant</i>	<i>As above</i>



FLIGHT ATTENDANTS' ASSOCIATION OF AUSTRALIA

20 Ewan St Mascot NSW 2020 Ph: +61 2 8337 1111 Fax: +61 2 8337 1122 Toll Free: 1800 267 952
Email: info@faaa.net Website: www.faaa.net

18 February 2021

Registered Organisations Commission
Via email regorgs@roc.gov.au

To Whom It May Concern

Annual Return of Information – Federal Body

Please be advised that there is an agreement for Teri O'Toole, then the Secretary – International Division and now Federal Secretary, to sign the Annual Return of Information for the Federal Body on behalf of both Divisions.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Gareth Uren', is written over a faint, light blue circular stamp or watermark.

Gareth Uren
Assistant Secretary Domestic (formally Secretary – National Division)