



8 May 2014

Ms Christina Arciuli
Executive Director
Hair and Beauty Australia
christina@askhaba.com.au

Dear Ms Arciuli,

Annual Return of Information for 2014 [AR2014/219]

I acknowledge receipt on 4 March and 7 May 2014 of your Declarations providing information in accordance with subsection 233(1) of the *Fair Work (Registered Organisations) Act 2009*.

The documents lodged cover the required information for the 2014 Annual Return of Information of Hair and Beauty Australia.

The document can be viewed on the Fair Work Commission website through the List of Registered Organisations - <http://www.fwc.gov.au/index.cfm?pagename=regorgslist>

Yours sincerely

Michael Moutevelis
Regulatory Compliance Branch

MOUTEVELIS, Michael

From: christina arciuli-collins [christina@askhaba.com.au]
Sent: Wednesday, 7 May 2014 2:44 PM
To: Orgs
Subject: RE: Annual return - AR2014/219
Attachments: Annual Return HABA 2014.pdf

Dear Michael

Please find attached an amended Annual Return declaration as per your previous email. This has been signed by myself the Executive director. As per clause 48A (B) (vii) the committee has delegated duties to myself to ensure this Annual Return has been lodged.

Please do not hesitate to contact me should you have any further queries.

Regards
Christina Arciuli-Collins
CEO



From: Orgs [mailto:orgs@fwc.gov.au]
Sent: 30 April 2014 13:12
To: christina@askhaba.com.au
Subject: Annual return - AR2014/219

Dear Mr Nasso

Please see attached correspondence.

Regards

MICHAEL MOUVEVELIS
Assistant Adviser
Regulatory Compliance Branch

Fair Work Commission
Tel: (02) 8374 6614
Fax: (02) 9380 6990
Email: michael.moutevelis@fwc.gov.au

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

www.fwc.gov.au

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Fair Work Australia
Terrace Towers
80 William Street
East Sydney NSW 2011

7th May 2014

To whom this may concern

RE: Statutory Annual Return of Information – Hair and Beauty Australia

In my capacity to act on behalf of the Secretary, I confirm the following to be accurate;

1. I, Christina Acriuli, on behalf of Hair and Beauty Australia solemnly and sincerely declare that the register of members of Hair and Beauty Australia has been kept and maintained as required under section 230 (1) and section 230 (2) during 2013. I make this declaration conscientiously believing it is true.

2. The office and only branch of this association/organisation holds the following address:

Hair and Beauty Australia Limited
Suite 304/ Level 3, 5 Hunter Street
Sydney, NSW, 2000

With postal address at
GPO Box 5050
Sydney, NSW, 2001

3. The names, postal address and occupations of persons holding offices in the year of 2013 are attached.
4. There are no other branches or offices in the reporting period.
5. There were no branches which commenced or ceased operations during the 2013 period.
6. Please see the above paragraph 2 for the address of the only branch and office of the association
7. There is no requirement for an election to be held in the 2014 period. As per the Rules of the Association, elections are to be held every 2 years, with the last one taking place in 2013.
8. As at December 31, 2013 the total number of members was 1036. This incorporated XX full financial members and XX associate members.



9. No Members are illegible State Members as defined by section 150 of the Act.

10. I, Christina Arciuli, solemnly and sincerely declare that the information lodged are correct statements of the information contained in the organisations records and I make this declaration believing the same to be true.

Should you require any further information please don't hesitate to contact myself on 02 9221 9911 or via email at christina@askhaba.com.au

Sincerely,

A handwritten signature in black ink, appearing to read "Christina Arciuli", is written over a light blue horizontal line.

Christina Arciuli
Executive Director
On Behalf of Hair and Beauty Australia

Committee Members 2013

Officeholders

Name: BRIAN NORMAN FLOHM

Born: [REDACTED]

Date of Birth: 1 [REDACTED]

Address: [REDACTED]

Office(s) Held: DIRECTOR, VICE PRESIDENT

Occupation: Retired Hairdresser

Name: MAUREEN ERICA HARDING

Born: [REDACTED]

Date of Birth: [REDACTED]

Address: [REDACTED]

Office(s) Held: DIRECTOR, TREASURER

Occupation: Salon Owner - Hair

Name: MARIO NASSO

Born: [REDACTED]

Date of Birth: 1 [REDACTED]

Address: [REDACTED]

Office(s) Held: DIRECTOR, SECRETARY

Occupation: Retired Hairdresser



Name: PETER WARBRICK
Born: [REDACTED]
Date of Birth: [REDACTED]
Address: [REDACTED]
Office(s) Held: DIRECTOR
Occupation: Salon Owner - Hairdressers

Name: CRAIG BRAUN
Born: [REDACTED]
Date of Birth: [REDACTED]
Address: [REDACTED]
Office(s) Held: DIRECTOR
Occupation: Salon Owner - Hair

Name: IAN LAIDLAW
Born: [REDACTED]
Date of Birth: [REDACTED]
Address: [REDACTED]
Office(s) Held: DIRECTOR PRESIDENT
Occupation: Salon owner - Hair

Name: CHRISTINA ARCIULI
Born: [REDACTED]
Date of Birth: [REDACTED]
Address: [REDACTED]
Office(s) Held: EXECUTIVE DIRECTOR
Occupation: Franchisor Hair and Beauty Industry

Christina Arciuli
7/5/14



30 April 2014

Mr Mario Nasso
Honorary Secretary
Hair and Beauty Australia
GPO BOX 5050
Sydney NSW 2001

Also by email: christina@askhaba.com.au

Dear Mr Nasso

Annual Return of Information Contained In Records Kept By Organisation – Hair and Beauty Australia - AR2014/219

The Fair Work Commission has received your declaration dated 24 February 2014, providing information in accordance with subsection 233 of the *Fair Work (Registered Organisations) Act 2009* [the "RO Act"]. The documents were lodged on 4 March 2014.

The documents lodged cover the following information:

- List of offices of the organisation and of the persons holding those offices.
- The address of the office of the organisation.

However, the declaration did not include:

- Declaration that the register of members was maintained as required by s230.
- Number of members as at 31 December 2013.
- A statement as to whether elections are, or are not due to be held during 2014.
- The signature of an office holder of the Association, as required under Regulation 150 of the *Fair Work (Registered Organisations) Regulations 2009*.
- The occupation of each office-holder, as prescribed by paragraph 230(1)(c) of the Act.

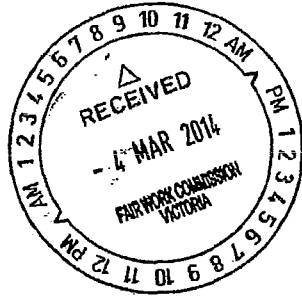
Furthermore the declaration refers to information pertaining to the previous financial year 1 July 2012 - 30 June 2013 rather than information pertaining to the current annual return year.

Could you please provide an amended declaration, signed by an appropriate office holder, which addresses the above issues. Feel free to call me on (02) 8374 6614 if you have any questions.

On receipt of the requested information, the annual return will be filed.

Yours sincerely

Michael Moutevelis
Regulatory Compliance Branch - NSW
Fair Work Commission



Fair Work Australia
Terrace Towers
80 William Street
East Sydney NSW 2011

25 February 2014

To whom this may concern

RE: Secretary's Statement – Hair and Beauty Australia Limited

In my capacity to act on behalf of the Secretary, I confirm the following to be accurate;

1. On 24th September 2013 the Committee of Management were presented with both the full and concise financial statements of Hair and Beauty Australia Limited for the financial year ending June 2012 as audited by Hill Rogers Spencer Steer.
2. On 25th November 2013 the full audited financial statements were made available to all members of Hair and Beauty Australia.
3. On 25 November 2013 the full financial statements were presented to Members at the Annual General Meeting of Hair and Beauty Australia.
- 4.

The register of members, during the preceding calendar year of 1 July 2012- 30 June 2013 has been maintained as required under section 230(1)(a) and (2). This is maintained in accordance with section 171A of the *Fair Work (Registered Organisations) Act 2009*.

Should you require any further information please don't hesitate to contact myself on 02 9221 9911 or via email at christina@askhaba.com.au

Sincerely,

Mario Nasso
Honorary Secretary
On Behalf of Hair and Beauty Australia



Fair Work Australia
Terrace Towers
80 William Street
East Sydney NSW 2011

25 February 2014

To whom this may concern,

Re: Annual return of information

In my capacity to act on behalf of the Secretary, I confirm the following to be accurate in regards to the below records regarding Hair and Beauty Australia PTY LTD. The information provided pertains to the previous financial year of 1 July 2012 – 30 June 2013.

List of Offices

Hair and Beauty Australia PTY LTD only has one office and no organisational branches. The listed address for the association is;

Suite 304, Level 3
5 Hunter Street,
Sydney, NSW, 2000

There were no new branches in this reporting period.

There were no old branches relevant in this reporting period.

Officeholders

Name: BRIAN NORMAN FLOHM

Born: [REDACTED]

Date of Birth: [REDACTED]

Address: [REDACTED]

Office(s) Held: DIRECTOR, VICE PRESIDENT

P: 1800 997 795
GPO BOX 5050, Sydney NSW, 2001
E: info@askhaba.com.au



Name: MAUREEN ERICA HARDING

Born: [REDACTED]

Date of Birth: [REDACTED]

Address: [REDACTED]

Office(s) Held: DIRECTOR, TREASURER

Name: MARIO NASSO

Born: [REDACTED]

Date of Birth: [REDACTED]

Address: [REDACTED]

Office(s) Held: DIRECTOR, SECRETARY

Name: PETER WARBRICK

Born: [REDACTED]

Date of Birth: [REDACTED]

Address: [REDACTED]

Office(s) Held: DIRECTOR

Name: CRAIG BRAUN

Born: [REDACTED]

Date of Birth: [REDACTED]

Address: [REDACTED] 29

Office(s) Held: DIRECTOR



Name: IAN LAIDLAW
Born: [REDACTED]
Date of Birth: [REDACTED]
Address: [REDACTED]
Office(s) Held: DIRECTOR PRESIDENT

Name: CHRISTINA ARCIULI
Born: [REDACTED]
Date of Birth: [REDACTED]
Address: [REDACTED]
Office(s) Held: EXECUTIVE DIRECTOR

Elections

As per the Rules of the Association (Clause 28) Elections are held every two years and hence there was no election in this period.

Statement concerning numbers of members

The association did not authorise agreement in the prescribed form with state unions to the effect that the members of the state union concerns who are ineligible state members are eligible to become members of the organisation under the Fair Work (Registered Organisations) Act 2009.



21 February 2014

Ms Kerri-Ann Allen
Hair and Beauty Australia

Sent by email: kerri-ann@askhaba.com.au

Dear Ms Allen

**Hair and Beauty Australia
Annual Return of Information for 2014 [AR2014/219]**

This is a courtesy letter to remind you of the obligation to lodge an Annual Return of Information for 2014 in respect of the above by **31 March 2014**.

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. The Secretary or other prescribed officer must also notify the Commission within 35 days of any changes to such records.

Once an Annual Return or change of records has been lodged, a copy will be posted on the Commission's website at www.fwc.gov.au— under *Registered organisations - List of registered organisations*. In order to protect the privacy of the relevant office holders listed in the declarations, you may wish to list their official mailing address rather than personal home address.

The Commission encourages you to lodge all returns electronically e.g. as pdf or tif files 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 \$33,000 for a body corporate and \$6,600 for an individual per contravention), see s.305 of the RO Act. Further, 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.

Should you seek any clarification in relation to the above, please contact Mr Robert Pfeiffer on (03) 8661 7936 or via email at robert.pfeiffer@fwc.gov.au.

Yours sincerely

Ingrid Fraser
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 list of offices, list of officeholders, list of branches (where relevant) and 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].