



**Australian Government**  
**Registered Organisations Commission**

21 January 2020

Lloyd Williams  
National Secretary  
Health Services Union  
Sent via email: [Lloydw@hsu.net.au](mailto:Lloydw@hsu.net.au)

Dear Lloyd Williams

**The Health Services Union's Officer and related party disclosure statement (ORP Statement)**

Thank you for providing your ORP statement. Your ORP statement includes information required to be provided to your members and lodged under subsection 293J of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

**Summary of your ORP Statement and Review Outcome**

Financial year ending	30 June 2019
Matter number	ORP2019/77
Lodgement date	23 December 2019
Review	Advanced Review
Result	FILED

## Your advanced review

Your ORP statement had an **advanced review** which is a comprehensive review that evaluates compliance with the requirements of the Fair Work (Registered Organisations) Act 2009.



Your ORP statement satisfied the requirements of the advanced review.

## The ROC's risk-based approach

Over a five-year period the ORP statement of every organisation and branch will be subject to at least one advanced review. An advanced review is a comprehensive review. The ROC's [advanced review checklist](#) is published on our website.

This year your ORP statement was assessed against an advanced review. However we cannot check all legislative requirements.



You can be penalised for any non-compliance (whether checked in this advanced review or not)

## Do you have questions?

Important information and education materials will be available to you in time for next year's ORP statement.

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](mailto:regorgs@roc.gov.au).

Yours sincerely

**Registered Organisations Commission**

**OFFICER AND RELATED PARTY DISCLOSURE STATEMENT in accordance with Section 293J *Fair Work (Registered Organisations) Act 2009***

I, Lloyd Williams, being the National Secretary of the Health Services Union, declare the following Officer and Related Party Disclosure Statement.

<b>Organisation Name:</b>	Health Services Union	<b>Branch Name:</b>	National Office
<b>Financial year start date:</b>	1 July 2018	<b>Financial year end date:</b>	30 June 2019

**Top Five Rankings of Officers – Relevant remuneration and non-cash benefits**

When all officers in the Health Services Union are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

<b>Full Name</b>	<b>Office (e.g. Secretary)</b>	<b>Item</b>	<b>Payment or benefit</b>	<b>Actual Amount of Relevant Remuneration or benefit</b>	<b>Notes</b>
1. Lloyd Williams	National Secretary / Branch Secretary of Health Services Union Victoria No. 2 Branch	Wages	Payment	\$156,266	
		Superannuation	Payment	\$23,329	
		Private use of Motor Vehicle	Non-cash benefit	\$1,294	

Full Name	Office (e.g. Secretary)	Item	Payment or benefit	Actual Amount of Relevant Remuneration or benefit	Notes
		Director's Fees	No benefit to Officer	\$66,323	HSU Policy on board appointments requires that board fees of paid officers are paid to the officer's branch Health Services Union Victoria No. 2 Branch
		Superannuation on Director's Fees	Payment	\$6,300	Paid by H.E.S.T. Australia Ltd
		Director's Fees	No benefit to Officer	\$15,430	HSU Policy on board appointments requires that board fees of paid officers are paid to the officer's branch Health Services Union Victoria No. 2 Branch
		Superannuation on Director's Fees	Payment	\$1,465	Paid by IFM Investors
2. Gerard Hayes	National President / Branch Secretary of Health Services Union New South Wales Branch	Wages	Payment	\$176,469	Paid by Health Services Union NSW (state union)
		Superannuation	Payment	\$17,807	
		Private use of Motor Vehicle	Non-cash benefit	\$4,312	

Full Name	Office (e.g. Secretary)	Item	Payment or benefit	Actual Amount of Relevant Remuneration or benefit	Notes
3. Diana Asmar	National Senior Vice President / Branch Secretary of Health Services Union Victoria No. 1 Branch	Wages	Payment	\$171,668	
		Superannuation	Payment	\$19,159	
		Non-cash benefit	Non-cash benefit	NIL	
4. Timothy Jacobson	National Assistant Secretary / State Secretary Health Services Union Tasmanian Branch	Wages	Payment	\$153,224	
		Superannuation	Payment	\$13,636	
		Private use of Motor Vehicle	Non-cash benefit	\$10,091	
5. Craig McGregor	National Trustee / Branch Secretary of Health Services Union Victoria No. 3 Branch /Member of National Executive /Branch Delegate to National Council	Wages	Payment	\$149,506	
		Superannuation	Payment	\$14,007	
		Private use of Motor Vehicle	Non-cash benefit	\$6,632	

- The officers without any form of non-cash benefits identified against their name in the table above did not receive any non-cash benefits from the branch/organisation.

### **Relevant Remuneration:**

Section 293BC defines relevant remuneration to include any remuneration paid, during the financial year, to the officer by the organisation or branch AND any remuneration disclosed by the officer to the organisation or branch. These disclosures are made under s. 293B and must include remuneration paid to the officer

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- because the officer is a member of a board only because they are an officer of the organisation/branch OR they were nominated for the board by the organisation, branch or peak council, or
- by a related party of the organisation/branch in connection with the performance of the officer's duties as an officer.

### **Relevant non-cash benefits:**

Section 293BC defines relevant non-cash benefits as any non-cash benefits provided to an officer, at any time during the financial year, in connection with the performance of the officer's duties as an officer by the organisation, branch or a related party of the organisation/branch. Non-cash benefits include property and services but not a computer, mobile phone or other electronic device used only or mainly for work purposes.

For further information on definitions and these requirements please see our [Disclosure Obligations Page](#) or our [Fact Sheets page](#)

## **Payments to related parties and declared persons or bodies**

During the financial year, the Health Services Union made the following payments to related parties or declared persons or bodies. The details of these payments are included below. This list does not include payments that have been exempted from disclosure under section 293G.

<b>Date</b>	<b>Name</b>	<b>Nature of relationship (e.g company owned by Secretary)</b>	<b>Purpose of payment (e.g. catering)</b>	<b>Amount</b>	<b>Other relevant details</b>
1/7/2018 – 30/6/2019	Juanita Navas-Nguyen	Daughter of Branch Secretary South Australia/ Northern Territory Branch	Wages – casual bookkeeper  Superannuation	\$20,818  \$1,978	Employed by National Union to work in the SA/NT Branch

Date	Name	Nature of relationship <i>(e.g. company owned by Secretary)</i>	Purpose of payment <i>(e.g. catering)</i>	Amount	Other relevant details
1/7/2018 – 30/6/2019	Tammy Munro	Wife of State Secretary Health Services Union Tasmania Branch	Wages – lead organiser  Superannuation	\$112,498  \$10,151	Employed by Health Services Union Tasmania Branch

Signed by the officer:



Lloyd Williams  
**National Secretary**

Dated: 20 December 2019

*[PLEASE NOTE: The Officer and Related Party Disclosure Statement must be provided to members and a copy lodged with the Registered Organisations Commission (ROC) within 6 months of the end of the financial year. It can be lodged with the ROC by emailing to [regorgs@roc.gov.au](mailto:regorgs@roc.gov.au). ALL BRANCHES are required to lodge an Officer and Related Party Disclosure Statement.]*