



25 January 2018

Mr Simon Collins  
Federal President  
Media, Entertainment and Arts Alliance  
Email: federal@alliance.org.au

CC: Victorian Branch, mail@meaa.org

Dear Mr Collins,

### Notification of changes made to records [AR2017/62]

I acknowledge receipt of a Notification of Change to the office holders of the Media, Entertainment and Arts Alliance.

This information was lodged with the Registered Organisations Commission (the ROC) pursuant to the notification requirements in section 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 Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
08/01/2018	VIC	Victoria branch President (ECS)	Yes

### Time frames

Regulation 151 of the *Fair Work (Registered Organisations) Regulations 2009* prescribes that a notification of change pursuant to section 233(2) of the RO Act must be lodged within 35 days of the change occurring. I note that this is a civil penalty provision and non-compliance may leave your organisation open to Federal Court proceedings.

### Mandatory disclosures

Please 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 are contained in the RO Act and are summarised in the ROC's [Disclosures Fact Sheet](#).

### Mandatory training

Please also note that Section 293K of the RO Act requires each officer with duties that relate to the financial management must undertake approved training that covers the duties within 6 months after the person begins to hold office. Please ensure that relevant officers are advised of the

requirement to undertake approved training. Please also ensure that they undertake the training within the required timeframe.

Thank you for your correspondence.

Yours faithfully,

**Michael Moutevelis**  
**Registered Organisations Commission**

## svc-adlib5

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**From:** Jennifer O'Brien <jennifer.obrien@meaa.org>  
**Sent:** Monday, 8 January 2018 11:34 AM  
**To:** ROC - Registered Org Commission  
**Cc:** matthew.chesher@meaa.org  
**Subject:** AR2017/62 - MEAA - Notification of changes to office holders  
**Attachments:** 171219 notification of changes\_chaffey.pdf

I attach *Notification of changes to office holders* on behalf of the Media, Entertainment & Arts Alliance.

Do let me know if you require any further information from me.

Yours sincerely

Jen

Jennifer O'Brien  
Executive Officer



**media,entertainment & arts alliance**  
the people who inform and entertain

245 Chalmers Street Redfern NSW 2016  
T: 02 9333 0949  
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### **The people who inform & entertain**

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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, Simon Collins being the Federal President of the Media, Entertainment & Arts Alliance, 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:



Federal President

Dated: 8 January 2018

*[PLEASE NOTE: This declaration must be submitted to the Registered Organisations Commission within 35 days of the change. It can be submitted to [regorgs@roc.gov.au](mailto:regorgs@roc.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.*

<b>Branch</b>	<b>Date of Change</b>	<b>Name of Office that has changed</b>	<b>Name of <u>Outgoing</u> Office Holder</b>	<b>Name of <u>New</u> Office Holder</b>	<b>Postal Address of <u>New</u> Office Holder</b>	<b>Occupation of <u>New</u> Office Holder</b>
VIC	19.12.2017	Victoria Branch President (ECS)	Vacant	Josh Chaffey	Level 3, 365 Queen Street, Melbourne VIC 3000	Technician



20 December 2017

Mr Simon Collins  
Federal President  
Media, Entertainment and Arts Alliance  
federal@alliance.org.au

CC: Victorian Branch, mail@meaa.org

Dear Mr Collins,

**Notification of changes made to records [AR2017/62]**

I acknowledge receipt of a Notification of Change to the office holders of the Media, Entertainment and Arts Alliance.

This information was lodged with the Registered Organisations Commission (the ROC) pursuant to the notification requirements in section 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 Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
4/12/2017	Victoria	David Haidon is no longer Victoria Branch President (ECS)	Yes

**Late notifications**

Please note that Regulation 151 of the *Fair Work (Registered Organisations) Regulations 2009* prescribes that a notification of change pursuant to section 233(2) of the RO Act must be lodged within 35 days of the change occurring. I note that this is a civil penalty provision and non-compliance may leave your organisation open to Federal Court proceedings.

**Mandatory disclosures**

Please 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 are contained in the RO Act and are summarised in the ROC's [Disclosures Fact Sheet](#).

## **Mandatory training**

Please also note that Section 293K of the RO Act requires each officer with duties that relate to the financial management must undertake approved training that covers the duties within 6 months after the person begins to hold office. Please ensure that relevant officers are advised of the requirement to undertake approved training. Please also ensure that they undertake the training within the required timeframe.

Thank you for your correspondence.

Yours faithfully,

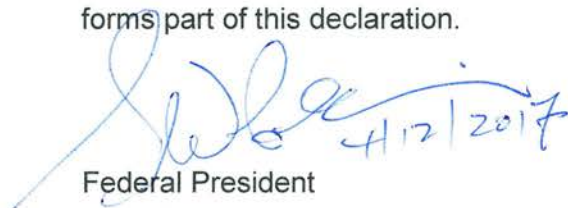
**Christine Hibberd**  
**Registered Organisations Commission**

**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, Simon Collins being the Federal President of the Media, Entertainment & Arts Alliance, 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:

 4/12/2017  
Federal President

Dated: 4 December 2017

*[PLEASE NOTE: This declaration must be submitted to the Registered Organisations Commission within 35 days of the change. It can be submitted to [regorgs@roc.gov.au](mailto:regorgs@roc.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.*

<b>Branch</b>	<b>Date of Change</b>	<b>Name of Office that has changed</b>	<b>Name of <u>Outgoing</u> Office Holder</b>	<b>Name of <u>New</u> Office Holder</b>	<b>Postal Address of <u>New</u> Office Holder</b>	<b>Occupation of <u>New</u> Office Holder</b>
VIC	14.11.2017	Victoria Branch President (ECS)	David Haidon	vacant	n/a	n/a



31 October 2017

Mr Simon Collins  
Federal President  
Media, Entertainment and Arts Alliance  
federal@alliance.org.au

CC: Queensland Branch, mail@alliance.org.au

Dear Mr Collins,

**Notification of changes made to records [AR2017/62]**

I acknowledge receipt of a Notification of Change to the office holders of the Media, Entertainment and Arts Alliance.

This information was lodged with the Registered Organisations Commission (the ROC) pursuant to the notification requirements in section 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 Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
26/10/2017	Queensland	Kathryn Marquet is no longer Queensland Branch Vice-President (Equity)	No – 23 days late

**Late notifications**

Please note that Regulation 151 of the *Fair Work (Registered Organisations) Regulations 2009* prescribes that a notification of change pursuant to section 233(2) of the RO Act must be lodged within 35 days of the change occurring. The notification from your organisation indicates that changes occurred more than 35 days prior to its lodgement. I note that this is a civil penalty provision and non-compliance may leave your organisation open to Federal Court proceedings. Please ensure that future notifications of change are lodged within 35 days of the change occurring.

Thank you for the notification

Yours faithfully,

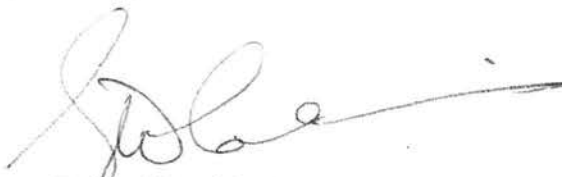
**Christine Hibberd**  
Registered Organisations Commission

**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, Simon Collins being the Federal President of the Media, Entertainment & Arts Alliance, 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:



Federal President

Dated: 25 October 2017

*[PLEASE NOTE: This declaration must be submitted to the Registered Organisations Commission within 35 days of the change. It can be submitted to [regorgs@roc.gov.au](mailto:regorgs@roc.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.*

<b>Branch</b>	<b>Date of Change</b>	<b>Name of Office that has changed</b>	<b>Name of <u>Outgoing</u> Office Holder</b>	<b>Name of <u>New</u> Office Holder</b>	<b>Postal Address of <u>New</u> Office Holder</b>	<b>Occupation of <u>New</u> Office Holder</b>
QLD	28.8.2017	Queensland Branch Vice-President (Equity)	Kathryn Marquet	vacant	n/a	n/a

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**From:** ROC - Registered Org Commission  
**Sent:** Thursday, 12 October 2017 3:40 PM  
**Subject:** Education and advice campaign - notification of changes to records within prescribed timeframe [SEC=UNCLASSIFIED]  
**Attachments:** Letter to orgs\_Notifications of Change.pdf; Fact Sheet\_Notification of changes.pdf; Guidance Note\_notifications of change.pdf; Legislative Summary\_Notifications of Change.pdf

Good afternoon,

Please find attached correspondence for the Secretary or other prescribed office holder, providing education and advice regarding the obligation to notify the Registered Organisations Commission (the ROC) of changes to the records of a registered organisation.

Kind regards,

**Office of the Registered Organisations Commission**

Tel: 1300 341 665  
[regorgs@roc.gov.au](mailto:regorgs@roc.gov.au)

GPO Box 2983, MELBOURNE VIC 3001 | 414 Latrobe Street, Melbourne Victoria 3000



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

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12 October 2017

Dear Secretary (or prescribed office holder),

**Education and advice campaign - the obligation to notify the ROC of changes to records within the prescribed statutory time frame**

I write on behalf of the Registered Organisations Commissioner to advise you about an education and advice campaign being conducted by the Registered Organisations Commission (ROC) which is designed to encourage all registered organisations and their office holders to comply with the statutory obligation to lodge timely notifications of changes to records, contained in section 233(2) of the *Fair work (Registered Organisations) Act 2009* (the RO Act).

The ROC has become increasingly concerned about systemic contraventions of s.233(2) in which the lodgement of notifications are repeatedly weeks, months or even years late, or have not been lodged at all. Contraventions of this provision can give rise to risks for registered organisations and their members as a result of reduced transparency and accountability, and can expose the organisation to potential civil penalty proceedings.

As an independent regulator, the ROC's approach seeks to be fair, proportionate, objective and evidence-based. The ROC considers that compliance with statutory obligations is essential to ensure that registered organisations function efficiently, effectively and transparently.

**The importance of timely notifications**

The statutory obligation on registered organisations to notify the ROC of particular changes to records under s.233(2) of the RO Act has been part of the regulatory scheme in various forms for over 100 years and is currently a civil penalty provision, which means that registered organisations or their prescribed office holders may be potentially liable for any breaches.

The obligation is essential for a number of reasons including that:

- It assists members to participate in the democratic functioning and control of their organisations;
- Enables the regulator to publish information about who current office holders are; and
- It promotes accountability of office holders who are managing the funds and assets of registered organisations.

Registered organisations represent the interests of approximately 2 million members nationally. It is essential that timely information about the identity of relevant office holders is lodged in compliance with the RO Act so that the regulator and each organisation's members can be aware of which office holders are exercising management and financial responsibilities in their organisations.

The ROC and its predecessors have published the lists of office holders of registered organisations on the relevant agency's public website since at least 2003. The ROC also publishes all notifications about changes to the branches, office addresses and office holders of registered organisations lodged under s.233(2) of the RO Act. The publication of this information provides transparency to members and the general public and facilitates accountability.

## Educational reference documents

The ROC is committed to providing education, assistance and advice to registered organisations as part of the functions set out in s.329AB of the RO Act. Our primary educational goal is to maximise voluntary compliance with statutory obligations under the RO Act, to promote the effective governance, accountability and transparency of registered organisations and to thereby reduce the need for enforcement action.

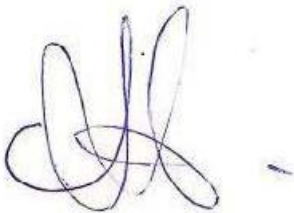
As one part of a strategy to assist organisations to increase voluntary compliance with the s.233(2) obligation, the ROC has recently produced some new educational guides which are **enclosed**:

- Guidance Note – a quick reference guide in the form of a table, using scenarios where organisation staff and office holders may be unsure if they are obliged to notify changes. The table contains references to all relevant legislative provisions;
- Fact Sheet – a separate fact sheet outlining the types of changes that need to be notified and what needs to be included with the notification;
- Legislative Summary – a brief summary of the history of the legislative provision to notify changes, included for the purpose of understanding the historical context of the obligation.

In addition, the ROC will continue its ongoing practice of providing courtesy reminder correspondence about the requirement to notify changes to office holders, whenever we are provided with election results from the Australian Electoral Commission (**AEC**). Further, the ROC proposes to audit and continue to review compliance with this important statutory obligation.

Should you have any questions or feedback in relation to this correspondence, I can be contacted on 1300 341 665 or via [regorgs@roc.gov.au](mailto:regorgs@roc.gov.au).

Yours faithfully,



Chris Enright  
Executive Director  
Registered Organisations Commission



# Fact sheet

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## Notification of changes

The *Fair Work (Registered Organisations) Act 2009* requires organisations of employers and employees to annually lodge certain information to the Registered Organisations Commission (the ROC). In addition, whenever any changes occur in relation to certain records, registered organisations are required to lodge a notification of change to the ROC. The change must be lodged within 35 days after the change occurs.

## Records requiring notifications of any changes

If any of the following records change, the organisation must notify the ROC of the change within 35 days after the change occurs:

- the list of offices in the organisation or in a branch of the organisation
- the name, postal address or occupation of a person holding office
- the name of a branch of the organisation
- the commencement or cessation of a branch of the organisation
- the address of the office of the organisation, or the address of the office of a branch of the organisation

## What does the ROC do with the information?

Records including the above information are required to be lodged by each organisation by 31 March in each year in the Annual Return of Information. Annual Returns are published under the corresponding organisation on the ROC website. This information can be found by clicking on the 'Find a Registered Organisation' tab. Notifications of changes are published in descending date order within the corresponding year's annual return document. This enables members to view the changes with reference to the complete list of office holders.

## When changes must be notified

Details of any changes must be notified within 35 days after the change occurs, as prescribed by regulation 151 of the *Fair Work (Registered Organisations) Regulations 2009*.

## What needs to be included?

**NOTE:** *The ROC recommends use of the sample Notification of Changes template, as provided below, to help ensure that all of the required details are included in a notification of change*

- The notification must be lodged with a declaration signed by the Secretary or another office holder whose duties under the rules of the organisation or branch include lodging required information to



the statutory body. The declaration must contain a statement that the information lodged is a correct statement of the changes made.

- The notification must include details of each relevant office/office holder/branch to which the changes have occurred.
- The notification must include the date the change occurred and clearly specify what the change was.
- The notification must indicate the date on which the changes occurred, as this pertains to the obligation to lodge the notification within 35 days of the change.
- For changes to office holders the following details are also required:
  - The title of the relevant office
  - The name of each new or former office holder
  - the postal address of each new office holder. For privacy reasons, the ROC recommends using the postal address of the relevant organisation/branch, rather than the residential address of the person.
  - The occupation of each new office holder
- For new branches the street address (not just a postal address) must be included.

## Who can sign the declaration?

The declaration must be signed by the Secretary or another office holder whose duties under the rules of the organisation or branch include lodging required information to the statutory body. A sample declaration template is provided below under 'sample notification of change template'.

If an organisation is divided into branches or divisions, the notification of change may be made by a national office holder or the relevant branch or division office holder, depending on who has authority under the rules of the organisation to do so.

## Sample Notification of Changes Template

The sample notification of change template provided below includes a sample declaration template and a sample notification table. The ROC recommends use of these documents to help ensure that all of the required information is provided.

- [Sample notification of change template](#)

## Find out more

- Guidance Note – ROC Quiz Answers - Notifications of Change
- Legislative Summary – Notifications of Change
- [ROC Internal Checklist – Notifications of change](#)
- [Fact Sheet – Records to be kept by registered organisations](#)
- [Fact Sheet – Records to be lodged annually by registered organisations](#)

For instructions on how to lodge a notification of changes with the ROC, please refer the [Lodging Documents](#) section of our website.



# Guidance Note

## Notifications of Change ROC Quiz

<u>Question</u>	<u>Answer</u>	<u>Reference</u> * <b>RO Act</b> = Fair Work (Registered Organisations) Act 2009; * <b>RO Regs</b> = Fair Work (Registered Organisations) Regulations 2009).
<b>1. Do organisations need to lodge a notification of changes <i>IF</i>:</b>		
a) An elected office holder resigned but the term of office was almost over	<b>YES</b> – any change to the list of office holders of the organisation or a branch of the organisation must be notified within 35 days of the change.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Section 230(1)(b) of the RO Act;</li> <li>• Reg.151 of the RO Regs</li> </ul>
b) A person leaves an office but the person replacing them will not commence for a few weeks	<b>YES</b> – this requires <u>two</u> notifications – one for the office holder leaving, and one for the person replacing them. If both changes can be notified within 35 days of the earliest change, they can be included together in just one notification, however, we recommend notifying each change as soon as possible after it occurs in order to ensure compliance.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Reg.151 of the RO Regs</li> </ul>
c) An elected national office holder relocated to a different state	<b>YES</b> – any change to the address of an office holder must be notified within 35 days of the change	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Section 230(1)(c) of the RO Act;</li> <li>• Reg.151 of the RO Regs</li> </ul>
d) A branch relocated to different premises	<b>YES</b> – any change to the office name or address of the organisation, or of a branch of the organisation, must be notified within 35 days of the change.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Section 230(1)(d) of the RO Act;</li> <li>• Reg.147(d)(ii) of the RO Regs;</li> <li>• Reg.151 of the RO Regs</li> </ul>
e) The Secretary’s telephone number or email address changed	Not required under the legislation – however, it is beneficial to update us with any changes to contact details so we can provide alerts for upcoming lodgement dates and other important information. You can email <a href="mailto:regorgs@roc.gov.au">regorgs@roc.gov.au</a> to advise changes to telephone and email addresses.	<b>N/A</b>
f) A Branch office changed its’ telephone number or	Not required under the legislation – however, it is beneficial to keep	<b>N/A</b>

	preferred email address	us updated with relevant contact details to facilitate ROC alerts for upcoming lodgement dates and other important information updates. You can email <a href="mailto:regorgs@roc.gov.au">regorgs@roc.gov.au</a> to advise changes to telephone and email addresses.	
	<b>g)</b> The AEC has recently provided a declaration of results for an election to the organisation and the email shows that it was also sent to the ROC by the AEC	<b>YES</b> – the organisation is still required to formally notify the ROC of any <u>changes</u> to the list of office holders in the organisation or any of its’ branches. If an election results in any changes to the people holding offices, those changes must be formally notified within 35 days of the change.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Section 230(1)(c) of the RO Act;</li> <li>• Reg.151 of the RO Regs</li> </ul>
	<b>h)</b> An entire branch is abolished	<b>YES</b> - the organisation is required to notify the ROC of any changes to its’ list of branches; any changes to the list of offices in a branch of the organisation; and any changes to the list of names, postal addresses and occupations of people holding those offices	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Sections 230(1)(b), (c) and (d) of the RO Act;</li> <li>• Regs.147(a), (c) and (e)(ii) of the RO Regs;</li> <li>• Reg.151 of the RO Regs</li> </ul>
	<b>i)</b> A person is re-elected to the same office they already held, and they are listed in the most recent annual return list of office holders	<b>NO</b> – only changes need to be notified to the ROC	N/A
	<b>j)</b> A person is re-elected, but to a different office	<b>YES</b> – any <u>changes</u> to the list of office holders in the organisation or any of its’ branches needs to be notified to the ROC within 35 days.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Section 230(1)(c) of the RO Act;</li> <li>• Reg.151 of the RO Regs</li> </ul>
	<b>k)</b> A Committee of Management Member resigned, but they are not the President, Secretary, Assistant Secretary or Treasurer	<b>YES</b> – members of the Committee of Management are officers as defined in the Act. Any changes in relation to such offices must be lodged within 35 days of the date the change took place.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Section 9 of the RO Act;</li> <li>• Reg.151 of the RO Regs</li> </ul>
	<b>l)</b> A person resigned but it won’t take effect for three months	<b>NOT YET</b> – a notification of change needs to be lodged within 35 days after the change takes effect. This means it must be lodged between the day it takes effect and 35 days later.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Reg.151 of the RO Regs</li> </ul>
	<b>m)</b> A person has been elected but they won’t take office until a set date in the future	<b>NOT YET</b> – a notification of change needs to be lodged after the change takes effect. It must be lodged between the date it takes effect and 35 days later.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Reg.151 of the RO Regs</li> </ul>
	<b>2. What needs to be included in the notification?</b>	A notification of change needs to include relevant details of the change. In relation to a change of	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Section 230(1)(c) of the RO Act;</li> <li>• Reg.147 of the RO Regs</li> </ul>

	office holder, this will include the date the change occurred, the title of the relevant office, the name of the relevant person/people, whether they have ceased or commenced office, the postal address of the person / people (we recommend using the relevant organisation/branch address for privacy reasons), and the title of the occupation of the person / people. We recommend using the <a href="#">Notification of Changes template</a> , which is available on the <a href="#">Notification of Changes page</a> of the ROC website.	
Do organisations need to lodge:		
An amended list of all of the officers	NO – only details of the changes need to be lodged. If you lodge the entire list again and do not identify the changes staff of the ROC will ask you to specify what the changes are and when they occurred	<ul style="list-style-type: none"> <li>Section 233(2) of the RO Act</li> </ul>
Officers' names	YES	<ul style="list-style-type: none"> <li>Section 233(2) of the RO Act;</li> <li>Section 230(1)(c) of the RO Act</li> </ul>
Officers' occupation titles	YES	<ul style="list-style-type: none"> <li>Section 233(2) of the RO Act;</li> <li>Section 230(1)(c) of the RO Act</li> </ul>
Officers' home addresses	NO – please do not lodge their home addresses. The ROC publishes all of the returns on the website – please list their professional addresses	N/A
Officers' professional addresses	YES – this can be the address of the Union or Employer Association, or the relevant branch	<ul style="list-style-type: none"> <li>Section 233(2) of the RO Act;</li> <li>Section 230(1)(c) of the RO Act</li> </ul>
<u>ONLY</u> the changes to the President, Treasurer, Vice President and Secretary	NO – notifications of change are required in relation to <u>all offices</u> in which a change has occurred. Offices include Committee of Management Members (however named - including, for example, Directors of the Board)	<ul style="list-style-type: none"> <li>Section 233(2) of the RO Act;</li> <li>Section 230(1)(c) of the RO Act;</li> <li>Section 9 of the RO Act;</li> </ul>
A soft copy by email and a hard copy by post	NO – the ROC only requires one lodgement and email is the preferred method. The email address to lodge the notifications is <a href="mailto:regorgs@roc.gov.au">regorgs@roc.gov.au</a> .	N/A
Copies of resignations	NO – proof of leaving office is only required for evidence in relation to casual vacancy election matters. Evidence is not required in relation to notifications of changes.	N/A
Does it need to be signed?	YES – the notification must accompany a declaration stating that the copy of records lodged is a	<ul style="list-style-type: none"> <li>Section 233(2) of the RO Act;</li> <li>Reg.150 of the RO Regs</li> </ul>

	correct statement of the changes made. The declaration must be signed by the Secretary or another current officer whose duties under the rules include lodging required information to the statutory body.	
<b>3. Elections and Notifications of change</b>		
a) If an officer resigns do organisations need to lodge the Prescribed Information for a casual vacancy election separately to the notification of changes?	YES – the notification process is completely separate to the election process. Notification of a vacant office does not cause an election process to automatically start. For information about lodging Prescribed Information for elections, see the <a href="#">Elections page</a> of the ROC website.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> </ul>
b) Do organisations need to advise the ROC about changes even when the ROC has been provided with the declaration of results for an election by the AEC?	YES – it is one of the statutory obligations of organisations to notify the ROC, in writing, of any changes to the records the organisation has lodged. The AEC declaration of results provides the names of office holders elected, but does not indicate whether this constitutes a change to the list of office holders that the organisation lodged with the annual return.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Section 230(1)(c) of the RO Act</li> </ul>
c) If evidence of a vacancy has already been provided to the organisation for an election matter, is it still necessary to lodge a notification of the change?	YES – the notification of changes process and requirements are completely separate to those of the election process.	<ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> </ul>



# Guidance Note

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## **Summary and Historical Context of the Legislative Provisions**

A brief explanation of the historical context surrounding the reporting obligation to notify changes is provided below. This information is intended to promote a better understanding of the reporting obligation, as well as an understanding of some of the purposes of the obligation.

As an overview, the statutory requirement for federally registered organisations to notify the relevant regulator of changes to records:

- appears to have been part of the relevant legislative scheme for over a century,
- has varied in terms of the time periods allowed for the changes to be notified to the relevant regulator,
- is an essential, fundamental and appropriate statutory obligation which provides transparency to members and the regulator.

## **Summary of the current provisions relevant to notifications of changes**

'RO Act' means *Fair Work (Registered Organisations) Act 2009*.

'RO Regs' means *Fair Work (Registered Organisations) Regulations 2009*.

Subsection 233(2) of the RO Act provides that:

An organisation must, within the prescribed period, lodge with the Commissioner notification of any change made to the records required to be kept under paragraphs 230(1)(b), (c) and (d), certified by declaration signed by the secretary or other prescribed officer of the organisation to be a correct statement of the changes made.

Civil penalty: 60 penalty units.

Subsections 230(1)(b), (c) and (d) of the RO Act provide that:

(1) An organisation must keep the following records:

- (b) a list of the offices in the organisation and each branch of the organisation;
- (c) a list of the names, postal addresses and occupations of the persons holding the offices;
- (d) such other records as are prescribed.

Regulation 147 of the RO Regs provides that:

For paragraph 230(1)(d) of the Act, the following records are prescribed in relation to an organisation:

- (a) a record of the name of each branch of the organisation;
- (b) a record of the name of each branch that commenced operation in the previous 12 months;
- (c) a record of the name of each branch that ceased operation in the previous 12 months;

- (d) a record of the address of:
  - (i) the office of the organisation; and
  - (ii) the office of each branch of the organisation;
- (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
  - (ii) for an office in a branch of the organisation;
- (f) a record of the number of members on 31 December in the previous year;
- (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.

Regulation 151 of the RO Regs provides that:

For subsection 233(2) of the Act, for the lodgment of notification of any change to the records, the period of 35 days, beginning on the day after the day when the change is made, is prescribed.

Section 5 of the RO Act provides that:

The standards set out in this Act:

- (a) ensure that employer and employee organisations registered under this Act are representative of and accountable to their members, and are able to operate effectively; and
- (b) encourage members to participate in the affairs of the organisations to which they belong; and
- (c) encourage the efficient management of organisations and high standards of accountability of organisations to their members; and
- (d) provide for the democratic functioning and control of organisations; and
- (e) facilitate the registration of a diverse range of employer and employee organisations.

### **Brief chronological history of the legislative provision**

1913 - The history of the provision for registered organisations to notify changes to relevant statutory body can be traced back to 1913. The *Conciliation and Arbitration Regulations 1913*, contained the 'Returns of Officers' provision at regulation 19, which required updates of lists of office holders to be provided within 14 days of any change.

1928 - The *Conciliation and Arbitration Regulations 1928* contained requirements relating to records at regulation 20 and this requirement bears similarity to the obligation set out in s 233(2) of the current RO Act. From 1928, the statutory requirement in accordance with regulation 23 was that changes to the records of registered organisations were to be filed with the relevant regulator within 14 days.

1989 - In 1989, the obligation on a registered organisation to notify the relevant regulator of changes to office holders was found in regulation 131, and notifications of changes were required to be lodged within 35 days. The requirement transitioned into the *Industrial Relations Act 1988* by virtue of section 268(4) taking effect in March 1989.

1988 - The *Industrial Relations Act 1988* was replaced by the *Workplace Relations Act 1996*.

2002 - The *Workplace Relations Amendment (Registration and Accountability of Organisations) Act 2002* placed the reporting obligations of registered organisations into a separate schedule. This amendment introduced Schedule 1B to the *Workplace Relations Act 1996*, which was the original RAO (*Registration and Accountability of Organisations*) Schedule. The RAO schedule included section 233 which is very similar to the provision in s.233(2) of the current RO Act.

2009 - The RAO schedule later became the *Fair Work (Registered Organisations) Act 2009*.



27 March 2017

Mr Simon Collins  
Federal President  
Media, Entertainment and Arts Alliance

By email [jennifer.obrien@meaa.org](mailto:jennifer.obrien@meaa.org)

Dear Mr Collins,

**Annual Return of Information for [AR2017/62]**

I acknowledge receipt on 24 March 2017 of your Declaration providing information in accordance with subsection 233(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act

The documents lodged cover the required information for the Annual Return of Information of the Media, Entertainment and Arts Alliance.

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

**Notifications of Change**

Please note that any changes to the records must be notified to the Commission within 35 days of the change. A template Notification of Change Declaration is available on the fact-sheets page of our website. The Association is encouraged to use this template if any changes occur.

Yours sincerely

Stephen Kellett  
Senior Adviser  
Regulatory Compliance Branch



**From:** KELLETT, Stephen  
**Sent:** Monday, 27 March 2017 12:01 PM  
**To:** 'jennifer.obrien@meaa.org'  
**Cc:** 'matthew.chesher@meaa.org'  
**Subject:** Attention Mr Simon Collins - annual return - s233(1) - filing

Dear Ms O'Brien,

Please see attached my letter in relation to the above.

Yours faithfully

**STEPHEN KELLETT**  
Regulatory Compliance Branch  
**FAIR WORK COMMISSION**

80 William Street  
EAST SYDNEY NSW 2011

(ph) (02) 6746 3283  
(mob.) 0429 462 979  
(email) [stephen.kellett@fwc.gov](mailto:stephen.kellett@fwc.gov)



MEAA AR2017 62  
(final) 270317.pdf

**From:** Jennifer O'Brien [<mailto:jennifer.obrien@meaa.org>]  
**Sent:** Friday, 24 March 2017 4:44 PM  
**To:** Orgs  
**Cc:** [matthew.chesher@meaa.org](mailto:matthew.chesher@meaa.org)  
**Subject:** ON CMS - AR2017/62 - MEAA annual return of information

Dear Stephen Kellett

Please find attached the Media, Entertainment & Arts Alliance annual return declaration.

Kind regards,

Jen

Jennifer O'Brien  
Executive Officer



245 Chalmers Street Redfern NSW 2016  
T: 02 9333 0949  
F: 1300 730 543  
M: 0411 721 694

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Important notice - The information contained in this email is confidential. If you are not the intended recipient, you must not disclose or use the information in this email in any way. If you received it in error, please tell us immediately by return email and delete the document. The Media Entertainment & Arts Alliance does not guarantee the integrity of any emails or attached files. It is also not responsible for any changes made to them by any other person.



2016 meaa annual  
return.pdf



Stephen Kellett  
Fair Work Australia  
80 William Street  
East Sydney NSW 2011

23 March 2017

Dear Stephen Kellett

**Re: 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**

Please find attached the Annual Declaration of Information from the Media, Entertainment & Arts Alliance.

At the time of signing, MEAA Federal Councillors are voting on a ballot for changes to the rules that, if approved, would result in changes to some elected positions, and would result in the ceasing of operation of the general branch. MEAA anticipates that the rules changes would not be in effect before 31 March 2017 and this form has been completed to reflect the current rules.

Yours sincerely

Simon Collins  
Federal President

**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**

I, Simon Collins, being the National President of the Media, Entertainment and Arts Alliance, 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 245 Chalmers Street, Redfern NSW 2016.<sup>1</sup>
  - The name and address of each branch of the organisation is:<sup>2</sup>
    1. NSW Branch  
245 Chalmers Street,  
Redfern NSW 2016
    2. Victoria Branch  
Level 3, 365 Queen Street  
Melbourne VIC, 3000
    3. Queensland Branch  
Level 4, 16 Peel Street  
Brisbane QLD 4101
    4. South Australia Branch  
241 Pirie Street  
Adelaide SA 5000
    5. Western Australia Branch  
Suite 1, 12-14 Thelma Street

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<sup>1</sup> s.230(1)(d); reg.147(d)

<sup>2</sup> s.230(1)(d); reg.147(a) & (d)

West Perth WA 6005

6. ACT Branch  
245 Chalmers Street  
Redfern NSW 2016
7. Tasmania Branch  
Level 3, 365 Queen Street  
Melbourne VIC 3000
8. General Branch  
245 Chalmers Street  
Redfern NSW 2016

- On 31 December in the previous year the number of members was 15,644.<sup>3</sup>
- 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.
- Under the rules of the organisation, the following elections must be held between 1 January and 31 December of 2017:<sup>4</sup>

1. Organisation elections

**(1) FEDERAL OFFICE**

Federal President	1 position
Federal Presidents [Equity]	1 position
Federal Presidents [Media]	1 position
Federal Presidents [ECS]	1 position
Federal Presidents [Musicians]	1 position

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<sup>3</sup> s.230(1)(d); reg.147(f)

<sup>4</sup> s.230(1)(d); reg.147(e)

Federal Vice Presidents [Media]	2 positions
Federal Vice-President [Equity/General]	2 positions
Federal Vice-President [ECS/Musicians]	1 position

(where two Vice-Presidents are elected from each section or group of sections, at least one shall be a woman, unless the President from the relevant section is a woman)

Board members elected by and from branches:

NSW Branch	1 position
Victoria Branch	1 position
Queensland Branch	1 position
Western Australia Branch	1 position
All other Branches (South Australia, Tasmania, ACT, General branch)	1 position

## **(2) FEDERAL COUNCIL**

Media Section Delegates	(21 positions) (at least seven to be women and come from at least four states)
Equity Section Delegates	(18 positions) (at least six to be women and come from at least four states)
ECS Section Delegates	(8 positions) (at least two to be women and come from at least three states)
Musician Section Delegates	(2 positions) (which must be at least from 2 states)
General Branch Delegate	(1 position)

## **(3) NATIONAL STUNTS COMMITTEE**

[Equity Section members graded as stunt performers, stunt co-ordinators and safety supervisors]

- (i) four members who are graded as safety supervisors from a minimum of three states;

(ii) four members who are graded as stunt co-ordinators from a minimum of three states; and

(iii) four members who are graded as stunt performers from a minimum of three states.

**(4) NSW BRANCH**

Media Section President 1 position

Equity Section President 1 position

ECS Section President 1 position

Musicians President 1 position

Media Section Vice-President 1 position

Equity Section Vice-President 1 position

ECS Vice-President 1 position

**(5) VICTORIA BRANCH**

Media Section President 1 position

Equity Section President 1 position

ECS Section President 1 position

Musicians President 1 position

Media Section Vice-President 1 position

Equity Section Vice-President 1 position

ECS Vice-President 1 position

**(6) QUEENSLAND BRANCH**

Media Section President 1 position

Equity Section President 1 position

ECS Section President 1 position

Media Section Vice-President 1 position

Equity Section Vice-President 1 position

**Queensland Section Delegates to Branch Council**

Media Section Delegates 12 positions (at least four must be women)

Equity Section Delegates 9 positions (at least three must be women)

ECS Section Delegates 3 positions (at least one must be a woman)

Musicians Section Delegates 1 position

**(7) SOUTH AUSTRALIA BRANCH**

Media Section President 1 position

Equity Section President 1 position

ECS Section President 1 position

**South Australia Section Delegates to Branch Council**

Media Section Delegates 11 positions (at least three must be women)

Equity Section Delegates 6 positions (at least two must be women)

ECS Section Delegates 5 positions (at least one must be a woman)

Musicians Section Delegates 3 positions

**(8) WESTERN AUSTRALIA BRANCH**

Media Section President 1 position

Equity Section President 1 position

Musicians Section President 1 position

ECS Section President 1 position

**(9) TASMANIA BRANCH**

Branch President 1 position

Branch Vice-President 3 positions (at least one must be a woman)



**(10) ACT BRANCH**

Branch President 1 position  
Branch Vice-President 3 positions (at least one must be a woman)

**ACT Section Delegates to Branch Council**

Media Section Delegates 5 positions (at least one must be a woman)  
Equity Section Delegates 1 position  
ECS Section Delegates 1 position

**(11) GENERAL BRANCH**

Branch President 1 position  
Branch Vice-President 3 positions (at least one must be a woman)

**General Section Delegates to Branch Council**

General Section Delegates 7 positions (at least two must be women)

- During the previous 12 months:<sup>5</sup>
  - NO branches COMMENCED or CEASED operation.
- The organisation:
  - Has not entered into an agreement under s.151(1) of the Act with a state union.

Signed: MEAA President

Dated:



23<sup>rd</sup> March 2017

*[PLEASE NOTE: This declaration must be lodged with the Fair Work Commission by 31 March. It can be submitted to [orgs@fwc.gov.au](mailto:orgs@fwc.gov.au). If at any time in the year this information changes a Notification of Changes must be lodged with the Commission within 35 days of the change.<sup>6</sup>]*

<sup>5</sup> s.230(1)(d); reg.147(b) & (c)

## ANNEXURE A

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

### FEDERAL OFFICES

<b>Branch</b>	<b>Name of Office (include any offices that are vacant)</b>	<b>Name of Office Holder</b>	<b>Postal Address of Office Holder</b>	<b>Occupation of Office Holder</b>
<i>National</i>	<i>President</i>	Simon Collins	<i>245 Chalmers Street REDFERN NSW 2016</i>	<i>Musician</i>
...	<i>President (Media)</i>	Stuart Washington	<i>As above</i>	<i>Journalist</i>
...	<i>President (Equity)</i>	Chloe Dallimore	<i>As above</i>	<i>Performer</i>
...	<i>President (ECS)</i>	David Turnbull	<i>As above</i>	<i>Technician</i>
...	<i>President (Musicians)</i>	Cameron Brook	<i>As above</i>	<i>Musician</i>
...	<i>Vice-President (Media)</i>	Michael Janda	<i>As above</i>	<i>Journalist</i>
...	Vice-President (Media)	Gina McColl	<i>As above</i>	<i>Journalist</i>
...	Vice-President (Equity)	Nadine Garner	<i>As above</i>	<i>Performer</i>
...	Vice-President (Equity)	Lorna Lesley	<i>As above</i>	<i>Performer</i>
...	Vice-President (ECS)	Sue Marriott	<i>As above</i>	<i>Technician</i>
...	NSW Board member	Marcus Strom	<i>As above</i>	<i>Journalist</i>
...	Victoria Board member	Vacant		

...	Queensland Board member	Jason Klarwein	<i>As above</i>	<i>Performer</i>
...	Western Australia Board member	Martin Saxon	<i>As above</i>	<i>Journalist</i>
...	Board members (Other branches)	Shauna Black	<i>As above</i>	<i>Journalist</i>
...	NSW President (Media)	Greg Miskelly	<i>As above</i>	<i>Journalist</i>
...	NSW President (Equity)	Tina Bursill	<i>As above</i>	<i>Performer</i>
...	NSW President (ECS)	Will Gregory	<i>As above</i>	<i>Technician</i>
...	NSW President (Musicians)	Leon Gaer	<i>As above</i>	<i>Musician</i>
...	NSW Vice-President (Media)	Vacant	<i>As above</i>	
...	NSW Vice-President (Equity)	Jonathan Mill	<i>As above</i>	<i>Performer</i>
...	NSW Vice-President (ECS)	Scott Smith	<i>As above</i>	<i>Technician</i>
...	Victoria President (Media)	Ben Butler	<i>As above</i>	<i>Journalist</i>
...	Victoria President (Equity)	Abbe Holmes	<i>As above</i>	<i>Performer</i>
...	Victoria President (ECS)	David Haidon	<i>As above</i>	<i>Technician</i>
...	Victoria Vice-President (Media)	Van Badham	<i>As above</i>	<i>Journalist</i>
...	Victoria Vice-President (Equity)	Francis Greenslade	<i>As above</i>	<i>Performer</i>
...	Victoria Vice-President (ECS)	Alexandra Talamo	<i>As above</i>	<i>Technician</i>
...	Queensland President (Media)	Terry O'Connor	<i>As above</i>	<i>Journalist</i>

...	Queensland President (Equity)	Michael Balk	<i>As above</i>	
...	Queensland President (ECS)	Andrew Conder	<i>As above</i>	<i>Technician</i>
...	Queensland Vice-President (Media)	Leo Bowman	<i>As above</i>	<i>Journalist</i>
...	SA/NT President (Media)	Samela Harris	<i>As above</i>	<i>Journalist</i>
...	SA/NT President (Equity)	Patrick Frost	<i>As above</i>	<i>Performer</i>
...	SA/NT President (ECS)	Ashley Knight	<i>As above</i>	<i>Technician</i>
...	Western Australia President (Media)	Martin Turner	<i>As above</i>	<i>Journalist</i>
...	Western Australia President (Equity)	Stuart Halusz	<i>As above</i>	<i>Performer</i>
...	Western Australia President (Musicians)	Francesco Lo Surdo	<i>As above</i>	<i>Musician</i>
...	Western Australia Vice-President (Media)	Victoria Laurie	<i>As above</i>	<i>Journalist</i>
...	Tasmania President	A. Mark Thomas	<i>As above</i>	<i>Journalist</i>
...	ACT President	Don Cumming	<i>As above</i>	<i>Journalist</i>
...	General Branch President	Jennifer Ward-Lealand	<i>As above</i>	<i>Performer</i>

**SECTION DELEGATES TO FEDERAL COUNCIL**

<b>Branch</b>	<b>Name of Office (include any offices that are vacant)</b>	<b>Name of Office Holder</b>	<b>Postal Address of Office Holder</b>	<b>Occupation of Office Holder</b>
<i>National</i>	Federal Council Media Delegate	Jane Canaway	<i>245 Chalmers Street REDFERN NSW 2016</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Michael Coggan	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Vacant	<i>As above</i>	
...	Federal Council Media Delegate	Paul Farrell	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Wayne Flower	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Lindsay Foyle	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Gus Goswell	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Ean Higgins	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Trevor Hockins	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Tim Lloyd	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Emily MacDonald	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Peter McCutcheon	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Kathy McLeish	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Neale Prior	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Peter Ryan	<i>As above</i>	<i>Journalist</i>

...	Federal Council Media Delegate	Alana Schetzer	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Paul Syvret	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Steve Tanner	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Jenny Tarran	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Leigh Tonkin	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Jeff Waters	<i>As above</i>	<i>Journalist</i>
...	Federal Council Media Delegate	Emma Wynne	<i>As above</i>	<i>Journalist</i>
...	Federal Council Equity Delegate	Robyn Arthur	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Kerith Atkinson	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Michala Banas	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Amanda Bishop	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Mitchell Butel	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Helen Dallimore	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Marta Dusseldorp	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Alan Fletcher	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Samuel Gaskin	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Elizabeth Hay	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity	Glenn Hazeldine	<i>As above</i>	<i>Performer</i>

	Delegate			
...	Federal Council Equity Delegate	Robert Jago	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Monica Main	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Liam McIlwain	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Geoff Morrell	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Bali Padda	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Fiona Press	<i>As above</i>	<i>Performer</i>
...	Federal Council Equity Delegate	Pearl Tan	<i>As above</i>	<i>Performer</i>
...	Federal Council ECS Delegate	Fiona Donovan	<i>As above</i>	<i>Technician</i>
...	Federal Council ECS Delegate	Beverley Freeman	<i>As above</i>	<i>Technician</i>
...	Federal Council ECS Delegate	Vacant	<i>As above</i>	
...	Federal Council ECS Delegate	Matthew Nankivell	<i>As above</i>	<i>Technician</i>
...	Federal Council ECS Delegate	Pat Shaw	<i>As above</i>	<i>Technician</i>
...	Federal Council ECS Delegate	Arthur Spink	<i>As above</i>	<i>Technician</i>
...	Federal Council ECS Delegate	Luke Stone	<i>As above</i>	<i>Technician</i>
...	Federal Council Musicians Delegate	Tania Hardy-Smith	<i>As above</i>	<i>Musician</i>
...	Federal Council Musicians Delegate	Darren Heinrich	<i>As above</i>	<i>Musician</i>
...	Federal Council General Branch	Cameron Rhodes	<i>As above</i>	<i>Performer</i>

## NSW BRANCH

Branch	Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
NSW	NSW President (Media)	Greg Miskelly	245 Chalmers Street REDFERN NSW 2016	Journalist
...	NSW President (Equity)	Tina Bursill	As above	Performer
...	NSW President (ECS)	Will Gregory	As above	Technician
...	NSW President (Musicians)	Leon Gaer	As above	Musician
...	NSW Vice-President (Media)	Vacant	As above	
...	NSW Vice-President (Equity)	Jonathan Mill	As above	Performer
...	NSW Vice-President (ECS)	Scott Smith	As above	Technician



## VICTORIA BRANCH

Branch	Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
VIC	Victoria President (Media)	Ben Butler	<i>Level 3, 365 Queen Street, Melbourne VIC 3000</i>	<i>Journalist</i>
...	Victoria President (Equity)	Abbe Holmes	<i>As above</i>	<i>Performer</i>
...	Victoria President (ECS)	David Haidon	<i>As above</i>	<i>Technician</i>
...	Victoria Vice-President (Media)	Van Badham	<i>As above</i>	<i>Journalist</i>
...	Victoria Vice-President (Equity)	Francis Greenslade	<i>As above</i>	<i>Performer</i>
...	Victoria Vice-President (ECS)	Alexandra Talamo	<i>As above</i>	<i>Technician</i>

**QUEENSLAND BRANCH**

<b>Branch</b>	<b>Name of Office (include any offices that are vacant)</b>	<b>Name of Office Holder</b>	<b>Postal Address of Office Holder</b>	<b>Occupation of Office Holder</b>
QLD	Queensland President (Media)	Terry O'Connor	<i>Level 4, 11 Peel Street, Brisbane QLD 4101</i>	<i>Journalist</i>
...	Queensland President (Equity)	Michael Balk	<i>As above</i>	
...	Queensland President (ECS)	Andrew Conder	<i>As above</i>	<i>Technician</i>
...	Queensland Vice- President (Media)	Leo Bowman	<i>As above</i>	<i>Journalist</i>
...	Media Section Delegate to Qld Branch Council	Stefan Armbruster	<i>As above</i>	<i>Journalist</i>
...	...	Cameron Atfield	<i>As above</i>	<i>Journalist</i>
...	...	Brian Cassey	<i>As above</i>	<i>Journalist</i>
...	...	Janine Hill	<i>As above</i>	<i>Journalist</i>
...	...	Trevor Hockins	<i>As above</i>	<i>Journalist</i>
...	...	Emily MacDonald	<i>As above</i>	<i>Journalist</i>
...	...	Sharon Marshall	<i>As above</i>	<i>Journalist</i>
...	...	Peter McCutcheon	<i>As above</i>	<i>Journalist</i>
...	...	Kathy McLeish	<i>As above</i>	<i>Journalist</i>
...	...	Andrew McMillen	<i>As above</i>	<i>Journalist</i>

...	...	Kirsty Nancarrow	<i>As above</i>	<i>Journalist</i>
...	...	Joshua Robertson	<i>As above</i>	<i>Journalist</i>
...	...	Paul Syvret	<i>As above</i>	<i>Journalist</i>
...	...	Brett Young	<i>As above</i>	<i>Journalist</i>
...	Equity Section Delegates to Qld Branch Council	Kerith Atkinson	<i>As above</i>	<i>Performer</i>
...	...	Vacant	<i>As above</i>	<i>Performer</i>
...	...	Clint Bolster	<i>As above</i>	<i>Performer</i>
...	...	Peter Cossar	<i>As above</i>	<i>Performer</i>
...	...	Penny Farrow	<i>As above</i>	<i>Performer</i>
...	...	Jason Klarwein	<i>As above</i>	<i>Performer</i>
...	...	Belinda Raisin	<i>As above</i>	<i>Performer</i>
...	...	Vanessa Reddan	<i>As above</i>	<i>Performer</i>
...	Musicians Section Delegate to Qld Branch Council	Vacant		
...	ECS Section Delegate to Qld Branch Council	John Campiao	<i>As above</i>	<i>Technician</i>
...	...	Vacant		

**SOUTH AUSTRALIA / NORTHERN TERRITORY BRANCH**

<b>Branch</b>	<b>Name of Office (include any offices that are vacant)</b>	<b>Name of Office Holder</b>	<b>Postal Address of Office Holder</b>	<b>Occupation of Office Holder</b>
SA/NT	SA/NT President (Media)	Samela Harris	241 Pirie Street ADELAIDE SA 5000	Journalist
...	SA/NT President (Equity)	Patrick Frost	As above	Performer
...	SA/NT President (ECS)	Ashley Knight	As above	Technician
...	Media Section Delegate to SA Branch Council	Matt Coleman	As above	Journalist
...	...	Nick Hopton	As above	Journalist
...	...	Anthony Love	As above	Journalist
...	...	Will McDonald	As above	Journalist
...	...	Shane McNally	As above	Journalist
...	...	Tory Shepherd	As above	Journalist
...	...	Jayne Stinson	As above	Journalist
...	...	Vacant		
...	...	Vacant		
...	...	Vacant		
...	...	Vacant		
...	Equity Section	Elena Carapetis	As above	Performer

	Delegate to SA Branch Council			
...	...	Alan Holy	<i>As above</i>	<i>Performer</i>
...	...	Tim Overton	<i>As above</i>	<i>Performer</i>
...	...	Christina Page	<i>As above</i>	<i>Performer</i>
...	...	Rory Walker	<i>As above</i>	<i>Performer</i>
...	...	Vacant		
...	ECS Section Delegate to SA Branch Council	Diana Sage	<i>As above</i>	<i>Technician</i>
...	...	Travis Levi	<i>As above</i>	<i>Technician</i>
...	...	Vacant		
...	...	Vacant		

**WESTERN AUSTRALIA BRANCH**

<b>Branch</b>	<b>Name of Office (include any offices that are vacant)</b>	<b>Name of Office Holder</b>	<b>Postal Address of Office Holder</b>	<b>Occupation of Office Holder</b>
WA	Western Australia President (Media)	Martin Turner	<i>Suite 1, 12-14 Thelma Street West Perth WA 6005</i>	<i>Journalist</i>
...	Western Australia President (Equity)	Stuart Halusz	<i>As above</i>	<i>Performer</i>
...	Western Australia President (Musicians)	Francesco Lo Surdo	<i>As above</i>	<i>Musician</i>
...	Western Australia Vice-President (Media)	Victoria Laurie	<i>As above</i>	<i>Journalist</i>

## ACT BRANCH

Branch	Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
ACT	ACT President	Don Cumming	245 Chalmers Street REDFERN NSW 2016	Journalist
...	ACT Branch Vice- President	Vacant		
...	ACT Branch Vice- President	Barb Barnett	As above	Journalist
...	ACT Branch Vice- President	Fiona Rothchilds	As above	Journalist
...	Media Section Delegate to ACT Branch Council	Frank Guerts	As above	Journalist
...	...	Tony Miller	As above	Journalist
...	...	Sally Pryor	As above	Journalist
...	...	Vacant		
...	...	Vacant		
...	...	Vacant		
...	Equity Section Delegate to ACT Branch Council	PJ Williams	As above	Performer
...	ECS Section Delegate to ACT Branch Council	Timothy Levy	As above	Technician

**TASMANIA BRANCH**

<b>Branch</b>	<b>Name of Office (include any offices that are vacant)</b>	<b>Name of Office Holder</b>	<b>Postal Address of Office Holder</b>	<b>Occupation of Office Holder</b>
TAS	Tasmania President	A. Mark Thomas	<i>245 Chalmers Street REDFERN NSW 2016</i>	<i>Journalist</i>
...	Tasmania Branch Vice- President	Sara Cooper	<i>As above</i>	<i>Performer</i>
...	...	Vacant		
...	...	Vacant		



## GENERAL BRANCH

Branch	Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
General	Branch President	Jennifer Ward-Lealand	245 Chalmers Street REDFERN NSW 2016	Performer
...	General Branch Vice- President	Cameron Rhodes	As above	Performer
...	General Branch Vice- President	Todd Rippon	As above	Performer
...	General Branch Vice- President	Tandi Wright	As above	Performer
...	General Section Delegate to Branch Council	Natalie Beran	As above	Performer
...	...	Alistair Browning	As above	Performer
...	...	Fasitua Amosa	As above	Performer
...	...	Peter Elliott	As above	Performer
...	...	Raymond Hopkins	As above	Performer
...	...	Alison Quigan	As above	Performer
...	...	Borni Te Rongopai Tukiwaho	As above	Performer



1 March 2017

Mr Simon Collins  
Federal President  
Media, Entertainment and Arts Alliance  
federal@alliance.org.au

Dear Mr Collins,

**Media, Entertainment and Arts Alliance  
Annual Return of Information for 2017 [AR2017/62]**

I refer to our letter of January 2017 reminding you of the obligation to lodge an Annual Return of Information for 2017 by 31 March 2017. 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) or the Registered Organisation Commission (the ROC) by the 31 March 2017.

It is not yet known when the ROC will be established. We strongly encourage you to lodge the Annual Return of Information with the Fair Work Commission as soon as possible to avoid any potential administrative delays which may be caused by new email and postal addresses and contact phone numbers with the newly created ROC.

**Where to lodge your Annual Return of information**

	<b>Before the ROC is established</b>	<b>From establishment of the ROC</b>
<b>Where to lodge</b>	Lodge your Annual Return of information with the Fair Work Commission	Lodge your Annual Return of information with the ROC
<b>How to lodge</b>	The easiest way to lodge your Annual Return of information is via email: <a href="mailto:orgs@fwc.gov.au">orgs@fwc.gov.au</a>	Lodgement methods are not yet known
<b>Recommendation</b>	Lodge with the Fair Work Commission as soon as possible to avoid potential delays	

**What must be lodged?**

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.

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

Telephone: (03) 8661 7777  
Email : [orgs@fwc.gov.au](mailto:orgs@fwc.gov.au)  
Internet : [www.fwc.gov.au](http://www.fwc.gov.au)

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](mailto: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](mailto:orgs@fwc.gov.au) if you wish to discuss the requirements outlined in this correspondence.

Yours sincerely,

Christine Hibberd  
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) <i>[s.233(1)(a)]</i> <b>Note:</b> 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 <b>office</b> and <b>officer</b> in ss.6 and 9) <i>[s.230(1)(b)]</i>
List of Office holders	A list of the names, postal addresses and occupations of the persons holding the offices (note the definition of <b>office</b> and <b>officer</b> in ss.6 and 9) <i>[s.230(1)(c)]</i>
List of Branches	A record of the name of each branch of the organisation <i>[s.230(1)(d) and r.147(a)]</i>
New Branches	A record of the name of each branch that commenced operation in the previous 12 months <i>[s.230(1)(d) and r.147(b)]</i>
Old Branches	A record of the name of each branch that ceased operation in the previous 12 months <i>[s.230(1)(d) and r.147(c)]</i>
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 <i>[s.230(1)(d) and r.147(d)]</i>
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 . <i>[s.230(1)(d) and r.147(e)]</i> <b>Note:</b> 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. <i>[s.230(1)(d) and rr.147(f) and (g)]</i>

### 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*].



20 January 2017

Mr Simon Collins  
 Federal President  
 Media, Entertainment and Arts Alliance

By email: [federal@alliance.org.au](mailto:federal@alliance.org.au)

Dear Mr Collins,

**Media, Entertainment and Arts Alliance  
 Annual Return of Information for 2017 [AR2017/62]**

This is a courtesy letter to remind you of the obligation to lodge an Annual Return of Information for 2017 in respect of the Media, Entertainment and Arts Alliance by **31 March 2017**. However, for the reasons explained below, we strongly recommend that organisations lodge the Annual Return of information **as soon as possible**.

**The new Registered Organisations Commission**

The Registered Organisations Commission (the ROC) will be created in 2017.

Annual Returns of Information must be lodged with the Fair Work Commission until the ROC is established. Once the ROC is established, Annual Returns of information must be lodged with the ROC.

It is not yet known when the ROC will be established. We strongly encourage you to lodge the Annual Return of Information with the Fair Work Commission **as soon as possible** to avoid any potential administrative delays which may be caused by new email and postal addresses and contact phone numbers with the newly created ROC.

The Fair Work Commission will be providing information on the transition to the ROC through its subscription service and its website. For details about the subscription service, go to [Subscriptions](#) and subscribe to the Registered organisations information service.

**Where to lodge your Annual Return of information**

	<b>Before the ROC is established</b>	<b>From establishment of the ROC</b>
<b>Where to lodge</b>	Lodge your Annual Return of information with the Fair Work Commission	Lodge your Annual Return of information with the ROC
<b>How to lodge</b>	The easiest way to lodge your Annual Return of information is via email: <a href="mailto:orgs@fwc.gov.au">orgs@fwc.gov.au</a>	Lodgement methods are not yet known
<b>Recommendation</b>	Lodge with the Fair Work Commission as soon as possible to avoid potential delays	

**What must be lodged?**

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). The matters to be included in the declaration are set out in the attached checklist.

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

Telephone: (03) 8661 7777  
 Email : [orgs@fwc.gov.au](mailto:orgs@fwc.gov.au)  
 Internet : [www.fwc.gov.au](http://www.fwc.gov.au)

*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).*

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.

### **Who must sign the declaration?**

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.

### **Who lodges the Annual Return of information?**

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](#).

### **What happens if the information changes?**

The Secretary, or other prescribed officer, must notify the Fair Work Commission (or the ROC when it is established) within 35 days of any changes to such records that may occur throughout the year.

**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.

Please do not hesitate to contact the Commission by phone on (03) 8661 7777 or by e-mail at [orgs@fwc.gov.au](mailto:orgs@fwc.gov.au) if you wish to discuss the requirements outlined in this correspondence.

Yours sincerely,



Marianne Kay  
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)] <b>Note:</b> 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 <b>office</b> and <b>officer</b> 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 <b>office</b> and <b>officer</b> 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)] <b>Note:</b> 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].