



6 February 2018

Mr Timothy Kennedy  
General Secretary  
National Union of Workers  
tkennedy@nuw.org.au

CC: Victorian Branch by email [nuwvic@nuw.org.au](mailto:nuwvic@nuw.org.au)

CC: Paul Richardson by email [reporting@nuw.org.au](mailto:reporting@nuw.org.au)

Dear Mr Kennedy,

### Notification of changes made to records [AR2017/38]

I acknowledge receipt of a Notification of Change to the office holders of the National Union of Workers.

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
19/12/17	Victorian Branch	COM member resigned	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,

**Catherine Bebbington**  
**Registered Organisations Commission**

**REGISTERED ORGANISATIONS COMMISSION**

**Fair Work (Registered Organisations) Act 2009**

**Section 230(1) (c) – Records to be kept by Organisations**

**NATIONAL UNION OF WORKERS**


**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers, (“the Union”), declare the following:

1. I am authorised under the Rules of the Union to make this declaration.

**Victorian Branch**

2. That Elizabeth McEwen resigned from the office of Committee of Management Member with effect from 13 December 2017.
3. The above is a correct statement of the changes to office holders made to the information contained in the records required to be kept by the Union in accordance with sections 230 (1) (b), (c) and (d) of the Act

  
**TIMOTHY JOHN KENNEDY**  
**GENERAL SECRETARY**  
**NATIONAL UNION OF WORKERS**

**Declared at Docklands on the 18th day of December 2017**



20 November 2017

Mr Timothy Kennedy  
National Secretary  
National Union of Workers  
tkennedy@nuw.org.au

CC: New South Wales Branch, martin@nuw.com.au

Dear Mr Kennedy,

**Notification of changes made to records [AR2017/38]**

I acknowledge receipt of a Notification of Change to the office holders of the National Union of Workers.

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
16/11/2017	New South Wales	New Committee of Management Member, Area 1	Yes

**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



**REGISTERED ORGANISATIONS COMMISSION**

**Fair Work (Registered Organisations) Act 2009**

**Section 230(1) (c) – Records to be kept by Organisations**

**NATIONAL UNION OF WORKERS**


**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers, (“the Union”), declare the following:

1. I am authorised under the Rules of the Union to make this declaration.

**New South Wales Branch**

2. That in accordance with Rule 43 (1) Adam Lord, Storeworker of 3 – 5 Bridge Street, Granville, New South Wales, 2142 was appointed to fill the casual vacancy of Committee of Management Member – Area 1 with effect from 10 November 2017.
3. The above is a correct statement of the changes to office holders made to the information contained in the records required to be kept by the Union in accordance with sections 230 (1) (b), (c) and (d) of the Act

  
**TIMOTHY JOHN KENNEDY**  
**GENERAL SECRETARY**  
**NATIONAL UNION OF WORKERS**

**Declared at Docklands on the 16th day of November 2017**



3 November 2017

Mr Timothy Kennedy  
National Secretary  
National Union of Workers  
tkennedy@nuw.org.au

CC: General Branch, sroberts@nuw.org.au

Dear Mr Kennedy,

**Notification of changes made to records [AR2017/38]**

I acknowledge receipt of a Notification of Change to the address of the National Union of Workers.

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

The document can be viewed on the Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change
2/11/2017	General Branch	Change of Address for the General Branch in Western Australia

Thank you for the notification.

Yours faithfully,

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

**REGISTERED ORGANISATIONS COMMISSION**

**Fair Work (Registered Organisations) Act 2009**

**Section 230(1) (c) – Records to be kept by Organisations**

**NATIONAL UNION OF WORKERS**

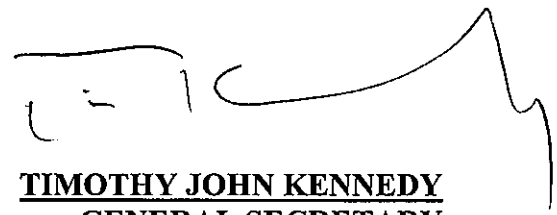
**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers, (“the Union”), declare the following:

1. I am authorised under the Rules of the Union to make this declaration.

**General Branch**

2. That on 1 November 2017 the address of the General Branch in Western Australia changed from **Suite 5, 896 Beaufort Street, Inglewood, 6052 Western Australia** to **54 Cheriton Street, East Perth, Western Australia 6000**.
3. The above is a correct statement of the changes made to the information contained in the records required to be kept by the Union in accordance with sections 230 (1) (b), (c) and (d) of the Act



**TIMOTHY JOHN KENNEDY**  
**GENERAL SECRETARY**  
**NATIONAL UNION OF WORKERS**

**Declared at Docklands on the 2<sup>nd</sup> day of November 2017**



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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.

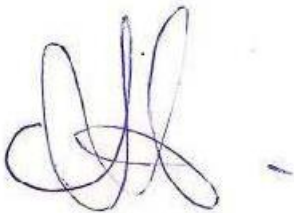
As one part of a strategy to assist organisations to increase voluntary compliance with the s.233(2) obligation, the ROC has recently produced some new educational guides which are **enclosed**:

- 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' <i>home</i> 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' <i>professional</i> 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*.



23 August 2017

Mr Timothy Kennedy  
General Secretary  
National Union of Workers  
Email: tkennedy@nuw.org.au

Dear Mr Kennedy,

**Notification of changes made to records [AR2017/38]**

I acknowledge receipt of a Notification of Change to the office holders of the National Union of Workers.

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

The document can be viewed on the Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change
21 August 2017	Victorian	Committee of Management Member (2)

Section 293K of the RO Act requires each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which are contained in the RO Act.

Thank you for the notification.

Yours faithfully,

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

**svc-adlib5**

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**From:** Paul Richardson <prichardson@nuw.org.au>  
**Sent:** Monday, 21 August 2017 8:35 AM  
**To:** ROC - Registered Org Commission  
**Subject:** AR2017/38 National Union of Workers - s230 Records  
**Attachments:** Declaration.PDF

Dear Sir/Madam

Please refer to the attached declaration advising of a change of records

Regards

**Paul Richardson**  
**Assistant National Secretary | National Union of Workers | 833 Bourke Street Docklands Victoria 3008**  
**P: 03 9287 1850 | F: 03 9287 1818 | M: 0417 330 825**

**REGISTERED ORGANISATIONS COMMISSION**

**Fair Work (Registered Organisations) Act 2009**

**Section 230(1) (c) – Records to be kept by Organisations**

**NATIONAL UNION OF WORKERS**

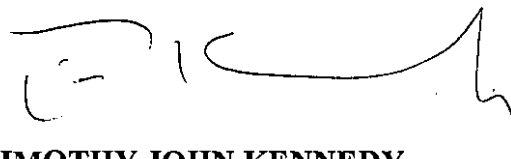
**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers, (“the Union”), declare the following:

1. I am authorised under the Rules of the Union to make this declaration.

**Victorian Branch**

2. That in accordance with Rule 43 (1) Julie Kamber, Storeworker of 833 Bourke Street, Docklands, Victoria 3008 was appointed to fill the casual vacancy of Committee of Management Member with effect from 16 August 2017.
3. That in accordance with Rule 43 (1), Narorn Leung, Food Industry Worker of 833 Bourke Street, Docklands, Victoria 3008 was appointed to fill the casual vacancy of Committee of Management Member with effect from 16 August 2017
4. The above is a correct statement of the changes to office holders made to the information contained in the records required to be kept by the Union in accordance with sections 230 (1) (b), (c) and (d) of the Act

  
**TIMOTHY JOHN KENNEDY**  
**GENERAL SECRETARY**  
**NATIONAL UNION OF WORKERS**

**Declared at Docklands on the 17th day of August 2017**



22 June 2017

Mr Timothy Kennedy  
General Secretary  
National Union of Workers  
Email: tkennedy@nuw.org.au

Dear Mr Kennedy,

**Notification of changes made to records [AR2017/38]**

I acknowledge receipt of a Notification of Change to the office holders of the National Union of Workers.

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

The document can be viewed on the Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change
22/06/2017	Victorian	Committee of Management Member (1)

Thank you for the notification.

Yours faithfully,

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

**svc-adlib5**

---

**From:** Paul Richardson <prichardson@nuw.org.au>  
**Sent:** Thursday, 22 June 2017 11:43 AM  
**To:** ROC - Registered Org Commission  
**Subject:** AR2017/38 NUW Notification of Change  
**Attachments:** Declaration.PDF

Please refer to the attached declaration

**Paul Richardson**  
**Assistant National Secretary | National Union of Workers | 833 Bourke Street Docklands Victoria 3008**  
**P: 03 9287 1850 | F: 03 9287 1818 | M: 0417 330 825**



**FAIR WORK AUSTRALIA**

**Fair Work (Registered Organisations) Act 2009**

**Section 230(1) (c) – Records to be kept by Organisations**

**NATIONAL UNION OF WORKERS**

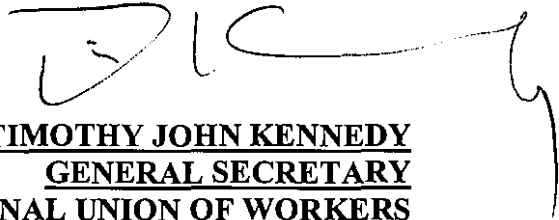
**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers, (“the Union”), declare the following:

1. I am authorised under the Rules of the Union to make this declaration.

**Victorian Branch**

2. That Donna Carkeek resigned from the office of Committee of Management Member with effect from 21 June 2017.
3. The above is a correct statement of the changes to office holders made to the information contained in the records required to be kept by the Union in accordance with sections 230 (1) (b), (c) and (d) of the Act

  
**TIMOTHY JOHN KENNEDY**  
**GENERAL SECRETARY**  
**NATIONAL UNION OF WORKERS**

**Declared at Docklands on the 22nd day of June 2017**



13 June 2017

Mr Timothy Kennedy  
National Secretary  
National Union of Workers  
tkennedy@nuw.org.au

Dear Mr Kennedy,

**Notification of changes made to records [AR2017/38]**

I acknowledge receipt of a Notification of Change to the office holders of the National Union of Workers.

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

The document can be viewed on the Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change
6/06/2017	WA	Committee Member Keith Mann Resigned with effect 29/05/2017

Section 293K of the RO Act requires each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which are contained in the RO Act.

Thank you for the notification.

Yours sincerely,

Christine Hibberd  
Registered Organisations Commission

**FAIR WORK AUSTRALIA**

**Fair Work (Registered Organisations) Act 2009**

**Section 230(1) (c) – Records to be kept by Organisations**

**NATIONAL UNION OF WORKERS**

**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers, (“the Union”), declare the following:

1. I am authorised under the Rules of the Union to make this declaration.

**General Branch**

2. That Keith Mann resigned from the office of Committee Member – Western Australia with effect from 29 May 2017.
3. The above is a correct statement of the changes to office holders made to the information contained in the records required to be kept by the Union in accordance with sections 230 (1) (b), (c) and (d) of the Act



**TIMOTHY JOHN KENNEDY**  
**GENERAL SECRETARY**  
**NATIONAL UNION OF WORKERS**

**Declared at Docklands on the 5th day of June 2017**



5 May 2017

Mr Timothy Kennedy  
National Secretary  
National Union of Workers  
tkennedy@nuw.org.au

CC: Gary Maas, Victorian Branch Secretary

Dear Mr Kennedy,

**Notification of changes made to records [AR2017/38]**

I acknowledge receipt of a Notification of Change to the office holders of the National Union of Workers.

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

The document can be viewed on the Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change
13/04/2017	Victorian Branch	Resignation of Branch Committee Member

Section 293K of the RO Act requires each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which are contained in the RO Act.

Thank you for the notification.

Yours sincerely,

Christine Hibberd  
Registered Organisations Commission

**FAIR WORK COMMISSION**

**Fair Work (Registered Organisations) Act 2009**

**Section 230(1) (c) – Records to be kept by Organisations**

**NATIONAL UNION OF WORKERS**

**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers, (“the Union”), declare the following:

1. I am authorised under the Rules of the Union to make this declaration.

**Victorian Branch**

2. That Sharyn Cook resigned from the office of Branch Committee of Management Member with effect from 12 April 2017.
3. The above is a correct statement of the changes to office holders made to the information contained in the records required to be kept by the Union in accordance with sections 230 (1) (b), (c) and (d) of the Act

A handwritten signature in black ink, appearing to read 'T. J. Kennedy', with a stylized flourish at the end.

**TIMOTHY JOHN KENNEDY**  
**GENERAL SECRETARY**  
**NATIONAL UNION OF WORKERS**

**Declared at Docklands on the 13<sup>th</sup> day of April 2017**



5 April 2017

Mr Timothy Kennedy  
National Secretary  
National Union of Workers  
tkennedy@nuw.org.au

CC: Martin Cartwright, Secretary, NUW, New South Wales Branch

Dear Mr Kennedy,

**Notification of changes made to records [AR2017/38]**

I acknowledge receipt of a Notification of Change to the office holders of the National Union of Workers.

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

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

Date of lodgement	Branch	Change
1/02/2017	New South Wales	Branch President and Committee of Management – Area 3

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

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

Thank you for the notification.

Yours sincerely,

Christine Hibberd  
Regulatory Compliance Branch

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)  
Facsimile: (03) 9655 0410  
Internet: [www.fwc.gov.au](http://www.fwc.gov.au)



30 March 2017

Mr Timothy Kennedy  
National Secretary  
National Union of Workers  
Email: tkennedy@nuw.org.au

Dear Mr Kennedy,

**Annual Return of Information for 2017 [AR2017/38]**

I acknowledge receipt on 1 February 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 2017 Annual Return of Information of National Union of Workers.

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/registered-organisations/find-registered-organisations>.

**Notifications of Change**

Any changes to these 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. National Union of Workers is encouraged to use this template if any changes occur.

The Commission will accept notifications of change from the relevant branches or from the national office. If the national office of the National Union of Workers does NOT intend to file notifications of change, please ensure that all branches are aware of their continuing obligation and the requisite time frames regarding notifications of change.

If a branch lodges a notification of change with the Commission, the branch should also provide the information to the national body in order to ensure that the organisation is able to comply with its obligations under section 233(1) of the RO Act.

Yours sincerely

Margaret Williams  
Regulatory Compliance Branch

**From:** Paul Richardson <prichardson@nuw.org.au>  
**Sent:** Monday, 20 March 2017 5:48 PM  
**To:** Orgs  
**Subject:** NUW Annual Return

**Attachments:** National Office Records.PDF

For the attention of Ms. Margaret Williams

Please find attached replacement Attachment 2 to the above

Regards

**Paul Richardson**  
**Assistant National Secretary | National Union of Workers | 833 Bourke Street Docklands**  
**Victoria 3008**  
**P: 03 9287 1850 | F: 03 9287 1818 | M: 0417 330 825**



ATTACHMENT 2



**NATIONAL OFFICE RECORDS – s230 (1) (b) and (c)**

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
General President	Caterina Cinanni	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Secretary	Tim Kennedy	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Assistant General Secretary	Paul Richardson	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Susie Allison	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Gary Maas	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Ron Herbert	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Sam Roberts	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Jill Batt	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		Melbourne Victoria 3051	
General Vice President	Imogen Beynon	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

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**UNITY IS  
STRENGTH.**

ATTACHMENT 2



**VICTORIAN BRANCH RECORDS – s230 (1) (b) and (c)**

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
President	Julie Warren	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Vice President	Christopher Calvert	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Secretary	Gary Maas	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Assistant Secretary	Susie Allison	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Organiser	Neil Smith	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Organiser	Belinda Jacobi	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Organiser	Heath Lamaro	833 Bourke Street	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	
Organiser	Andrew Giles	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee of Management Member	Paul Payne	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051
Committee of Management Member	Donna Carkeek	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee of Management Member	Craig Chapman	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Food Industry Worker
Committee of Management Member	Lemmuel Leech	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Pharmaceutical Industry Worker
Committee of Management Member	Evalyn Claw	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Poultry Industry Worker

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



Committee of Management Member	Sharyn Cook	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee of Management Member	Elizabeth McEwen	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee of Management Member	David Clements	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Dairy Industry Worker
Committee of Management Member	Michael Veljanovski	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Plastics Industry Worker
Committee of Management Member	Andreas Wittman	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Plastics Industry Worker
National Council Delegate	Adam Auld	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Andrew Giles	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		Melbourne Victoria 3051	
National Council Delegate	Christopher Calvert	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Laura Bienak	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Rod Wigg	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Steven Howie	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Belinda Jacobi	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Heath Lamaro	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Dominic Melling	833 Bourke Street Docklands Victoria 3008	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		P.O.Box 343 North Melbourne Victoria 3051	
National Council Delegate	Dario Mujkic	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Andrew Riley	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Monique Segan	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Neil Smith	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Chloe Holliday	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Cameron Stops	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council	Alycia Economidis	833 Bourke Street	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



Delegate		Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	
National Council Delegate	Julie Warren	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Reserve National Council Delegate	Rob Dent	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

**UNITY IS  
STRENGTH.**



## ATTACHMENT 2



**NEW SOUTH WALES BRANCH RECORDS – s230 (1) (b) and  
(c)**

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
President	Marilyn Issanchon	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Vice President	Jason Perry	3 – 5 Bridge Street Granville New South Wales 2142	Storeworker
Secretary	Martin Cartwright	3 – 5 Bridge Street Granville New South Wales 2142	Union Officials
Assistant Secretary	Bruno Mendonca	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Trustee	John Anderson	3 – 5 Bridge Street Granville New South Wales 2142	Retired
Trustee	Terry McQuillan	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Mark Cochrane	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Garry Cripps	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Ron Herbert	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Craig Shannon	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Committee of Management Member – Area 1	Russell Gibbons	3 – 5 Bridge Street Granville New South Wales 2142	Storeworker
Committee of Management Member – Area 1	Geoffrey Pearson	3 – 5 Bridge Street Granville New South Wales 2142	Storeworker

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



Committee of Management Member – Area 2	Patrick Luxford	3 – 5 Bridge Street Granville New South Wales 2142	Production Worker
Committee of Management Member – Area 2	Colin Minns	3 – 5 Bridge Street Granville New South Wales 2142	Production Worker
Committee of Management Member – Area 3	Sharon Morris	3 – 5 Bridge Street Granville New South Wales 2142	Commercial Sales Worker
Committee of Management Member – Area 3	Lance Nicholson	3 – 5 Bridge Street Granville New South Wales 2142	Commercial Sales Worker
Committee of Management Member – Area 4	Jeffrey Pearling	3 – 5 Bridge Street Granville New South Wales 2142	Food and Grocery Manufacturing Worker
Committee of Management Member – Area 4	Sherelle Roberts	3 – 5 Bridge Street Granville New South Wales 2142	Food and Grocery Manufacturing Worker
Committee of Management Member – Area 5	John Rowbotham	3 – 5 Bridge Street Granville New South Wales 2142	Food Industry Worker
Committee of Management Member – Area 5	Guven Yagci	3 – 5 Bridge Street Granville New South Wales 2142	Food Industry Worker
National Council Delegate	Mark Cochrane	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Justin Cody Resigned 23 September 2014	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Garry Cripps	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Marilyn Issanchon	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Bruno Mendonca	3 – 5 Bridge Street Granville New South Wales 2142	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



**GENERAL BRANCH RECORDS – s230 (1) (b) and (c)**

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
President	Tony Snelson	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Vice President	Ian Mackay	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Branch Secretary	Sam Roberts	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Assistant Branch Secretary	Godfrey Moase	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Queensland	Quan Chuc	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Queensland	Mayumi Tartaglia	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria	Food Industry Worker

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		3051	
Committee Member - Queensland	Imogen Beynon	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Queensland	Chris Wilkinson	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee Member – South Australia	Samantha Wight	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Food Industry Worker
Committee Member – South Australia	Richard O’Connell	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Manufacturing Industry Worker
Committee Member – Market Research	Tim Gunstone	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member – Market Research	Bree Taylor	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member –	Ian Madgwick	833 Bourke Street	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



Defence, etc		Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	
Committee Member - Tasmania	Jill Batt	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member – Western Australia	Keith Mann	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Wool Industry Worker
National Council Delegate	Mark Whenan	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Tim Gunstone	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Godfrey Moase	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Tony Snelson	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



National Council Delegate	Ian Madgwick	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Alex Snowball	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

**UNITY IS  
STRENGTH.**

PR:RB

17A-046

16 March 2016

Ms B. O'Neill  
General Manager  
Fair Work Commission  
GPO Box 1994  
Melbourne VIC 3001

Dear Ms O'Neill,

Re: **AR 2017/38 – Annual Return of Information**

I refer to the above return filed on or about 2 February 2017.

Further to the phone conversation between Ms C. Bebbington of the Regulatory Compliance Branch and Assistant General Secretary Paul Richardson please find attached a supplementary declaration which is self explanatory.

Should you require any further information please contact this office.

Yours faithfully,

  
**TIM KENNEDY**  
**GENERAL SECRETARY**

**nuwassist**

**1300 275 689**

**nuw.org.au**

FOR WORKPLACE SUPPORT

National PO Box 343, North Melbourne VIC 3051  
VIC PO Box 343, North Melbourne VIC 3051  
NSW 3-5 Bridge Street, Granville NSW 2142  
QLD 1st Floor, 17 Cribb Street, Milton QLD 4064  
SA 87-91 St Vincent Street, Port Adelaide SA 5015  
WA 5/896 Beaufort Street, Inglewood WA 6052

**FAIR WORK COMMISSION**

**Fair Work (Registered Organisations) Act 2009**

**ss 230 and 233 – Annual Return of Information**

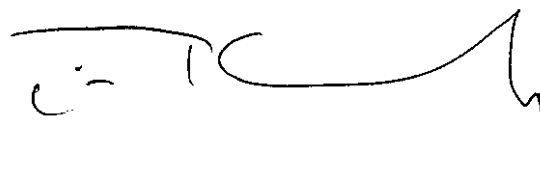
**NATIONAL UNION OF WORKERS**

**AR2017/38**

**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers (‘the Union’) declare as follows:

1. I am authorised under the Rules of the Union to make this declaration.
2. This declaration is made in accordance with sections 230 and 233 of the *Fair Work (Registered Organisations) Act 2009* and Regulations 147 – 151 of the *Fair Work (Registered Organisations) Regulations 2009*. The following is a correct statement of the information contained in the records required to be kept by the Union.
3. This declaration, supplements my declaration in AR 2017/38, dated 2 February 2017.
4. An omission appeared in Attachment 2 to my declaration. Specifically a page was omitted that included the names, postal addresses and occupations of the persons holding the office of National Council delegate of the General Branch of the Union. (section 230(1)(c ))
5. Attached is a replacement Attachment 2.



**TIMOTHY JOHN KENNEDY**  
**GENERAL SECRETARY**  
**NATIONAL UNION OF WORKERS**

**Declared at Docklands on the 14th day of March 2017**



ATTACHMENT 2



**NATIONAL OFFICE RECORDS – s230 (1) (b) and (c)**

The below list of office holders and changes (if any) is for the period of office from 1 September 2014 to 31 August 2018 and as elected in E2014/77 or in accordance with the Rule18.

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
General President	Caterina Cinanni	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Secretary	Tim Kennedy	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Assistant General Secretary	Paul Richardson	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Susie Allison	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Gary Maas	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Ron Herbert	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Sam Roberts	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



General Vice President	Jill Batt	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Imogen Beynon	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

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**UNITY IS  
STRENGTH.**

ATTACHMENT 2



**VICTORIAN BRANCH RECORDS – s230 (1) (b) and (c)**

The below list of office holders and changes (if any) is for the period of office from 1 September 2014 to 31 August 2018 and as elected in E2014/77 or in accordance with the Rule 43.

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
President	Julie Warren	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Vice President	Christopher Calvert	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Secretary	Gary Maas	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Assistant Secretary	Susie Allison	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Organiser	Neil Smith	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Organiser	Belinda Jacobi	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		Melbourne Victoria 3051	
Organiser	Heath Lamaro	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Organiser	Andrew Giles	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee of Management Member	Paul Payne	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051
Committee of Management Member	Donna Carkeek	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee of Management Member	Craig Chapman	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Food Industry Worker
Committee of Management Member	Lemmuell Leech	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Pharmaceutical Industry Worker
Committee of Management Member	Evalyn Claw	833 Bourke Street Docklands Victoria 3008	Poultry Industry Worker

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		P.O.Box 343 North Melbourne Victoria 3051	
Committee of Management Member	Sharyn Cook	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee of Management Member	Elizabeth McEwen	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee of Management Member	David Clements	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Dairy Industry Worker
Committee of Management Member	Michael Veljanovski	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Plastics Industry Worker
Committee of Management Member	Andreas Wittman	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Plastics Industry Worker
National Council Delegate	Adam Auld	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Andrew Giles	833 Bourke Street Docklands Victoria	Union Official

**UNITY IS STRENGTH.**

ATTACHMENT 2



		3008 P.O.Box 343 North Melbourne Victoria 3051	
National Council Delegate	Christopher Calvert	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Laura Bienak	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Rod Wigg	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Steven Howie	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Belinda Jacobi	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Heath Lamaro	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council	Dominic Melling	833 Bourke Street	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



Delegate		Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	
National Council Delegate	Dario Mujkic	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Andrew Riley	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Monique Segan	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Neil Smith	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Chloe Holliday	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



National Council Delegate	Cameron Stops	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Alycia Economidis	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Julie Warren	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Reserve National Council Delegate	Rob Dent	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

**UNITY IS  
STRENGTH.**



ATTACHMENT 2



**NEW SOUTH WALES BRANCH RECORDS – s230 (1) (b) and (c)**

The below list of office holders and changes (if any) is for the period of office from 1 September 2014 to 31 August 2018 and as elected in E2014/77 or in accordance with the Rule 43.

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
President	Marilyn Issanchon	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Vice President	Jason Perry	3 – 5 Bridge Street Granville New South Wales 2142	Storeworker
Secretary	Martin Cartwright	3 – 5 Bridge Street Granville New South Wales 2142	Union Officials
Assistant Secretary	Bruno Mendonca	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Trustee	John Anderson	3 – 5 Bridge Street Granville New South Wales 2142	Retired
Trustee	Terry McQuillan	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Mark Cochrane	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Garry Cripps	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Ron Herbert	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Craig Shannon	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Committee of Management Member – Area 1	Russell Gibbons	3 – 5 Bridge Street Granville New South Wales 2142	Storeworker

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



Committee of Management Member – Area 1	Geoffrey Pearson	3 – 5 Bridge Street Granville New South Wales 2142	Storeworker
Committee of Management Member – Area 2	Patrick Luxford	3 – 5 Bridge Street Granville New South Wales 2142	Production Worker
Committee of Management Member – Area 2	Colin Minns	3 – 5 Bridge Street Granville New South Wales 2142	Production Worker
Committee of Management Member – Area 3	Sharon Morris	3 – 5 Bridge Street Granville New South Wales 2142	Commercial Sales Worker
Committee of Management Member – Area 3	Lance Nicholson	3 – 5 Bridge Street Granville New South Wales 2142	Commercial Sales Worker
Committee of Management Member – Area 4	Jeffrey Pearling	3 – 5 Bridge Street Granville New South Wales 2142	Food and Grocery Manufacturing Worker
Committee of Management Member – Area 4	Sherelle Roberts	3 – 5 Bridge Street Granville New South Wales 2142	Food and Grocery Manufacturing Worker
Committee of Management Member – Area 5	John Rowbotham	3 – 5 Bridge Street Granville New South Wales 2142	Food Industry Worker
Committee of Management Member – Area 5	Guven Yagci	3 – 5 Bridge Street Granville New South Wales 2142	Food Industry Worker
National Council Delegate	Mark Cochrane	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Justin Cody Resigned 23 September 2014	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Garry Cripps	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Marilyn Issanchon	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Bruno Mendonca	3 – 5 Bridge Street Granville New South Wales 2142	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



**GENERAL BRANCH RECORDS – s230 (1) (b) and (c)**

The below list of office holders and changes (if any) is for the period of office from 1 September 2014 to 31 August 2018 and as elected in E2014/77 or in accordance with the Rule 43.

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
President	Tony Snelson	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Vice President	Ian Mackay	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Branch Secretary	Sam Roberts	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Assistant Branch Secretary	Godfrey Moase	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Queensland	Quan Chuc	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Queensland	Mayumi Tartaglia	833 Bourke Street Docklands Victoria	Food Industry Worker

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		3008 P.O.Box 343 North Melbourne Victoria 3051	
Committee Member - Queensland	Imogen Beynon	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Queensland	Chris Wilkinson	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee Member – South Australia	Samantha Wight	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Food Industry Worker
Committee Member – South Australia	Richard O’Connell	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Manufacturing Industry Worker
Committee Member – Market Research	Tim Gunstone	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member – Market Research	Bree Taylor	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		Melbourne Victoria 3051	
Committee Member – Defence, etc	Ian Madgwick	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Tasmania	Jill Batt	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member – Western Australia	Keith Mann	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Wool Industry Worker
National Council Delegate	Mark Whenan	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Tim Gunstone	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Godfrey Moase	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Tony Snelson	833 Bourke Street Docklands Victoria 3008	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		P.O.Box 343 North Melbourne Victoria 3051	
National Council Delegate	Ian Madgwick	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Alex Snowball	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

**UNITY IS STRENGTH.**

**FAIR WORK COMMISSION**

**Fair Work (Registered Organisations) Act 2009**

**Section 230(1) (c) – Records to be kept by Organisations**

**NATIONAL UNION OF WORKERS**

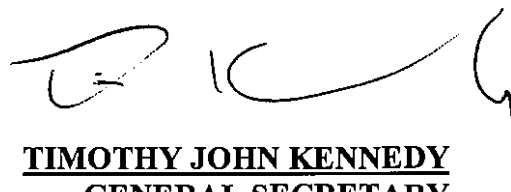
**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers, (“the Union”), declare the following:

1. I am authorised under the Rules of the Union to make this declaration.

**New South Wales Branch**

2. That Sharon Morris, Union Official of 3-5 Bridge Street, Granville New South Wales 2142, was appointed in accordance with Rule 43(1) to fill the casual vacancy of the office of Branch President with effect from 25 January 2017.
3. As a consequence of the above a casual vacancy arises for the office of Committee of Management Member – Area 3.
4. The above is a correct statement of the changes to office holders made to the information contained in the records required to be kept by the Union in accordance with sections 230 (1) (b), (c) and (d) of the Act.



**TIMOTHY JOHN KENNEDY**  
**GENERAL SECRETARY**  
**NATIONAL UNION OF WORKERS**

**Declared at Docklands on the 2nd day of February 2017**

**From:** Paul Richardson <prichardson@nuw.org.au>  
**Sent:** Wednesday, 1 February 2017 6:47 PM  
**To:** Orgs  
**Subject:** s230 Annual Return NUW - AR 2017/38  
**Attachments:** Declaration.PDF

Please find attached the NUWs annual return.

A hard copy has been forwarded by surface mail.

Should you require any additional information please contact me.

Regards,

**Paul Richardson**  
**Assistant National Secretary | National Union of Workers | 833 Bourke Street Docklands**  
**Victoria 3008**  
**P: 03 9287 1850 | F: 03 9287 1818 | M: 0417 330 825**



**FAIR WORK COMMISSION**

**Fair Work (Registered Organisations) Act 2009**

**ss 230 and 233 – Annual Return of Information**

**NATIONAL UNION OF WORKERS**

**AR2017/38**

**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers (‘the Union’) declare as follows:

1. I am authorised under the Rules of the Union to make this declaration.
2. This declaration is made in accordance with sections 230 and 233 of the *Fair Work (Registered Organisations) Act 2009* and Regulations 147 – 151 of the *Fair Work (Registered Organisations) Regulations 2009*. The following is a correct statement of the information contained in the records required to be kept by the Union.
3. The register of members of the Union was kept and maintained for the immediately preceding calendar year, 2016- as required by sections 230 (1) (a) and 230 (2) of the *Fair Work (Registered Organisations) Act 2009*.
4. That Attachment 1, which forms part of this declaration is a list of the offices in the National Office and each Branch of the Union (section 230 (1) (b)).
5. That Attachment 2, which forms part of this declaration is a list of the names, postal addresses and occupations of the persons holding offices in the Union (section 230 (1) (c)).
6. That Attachment 3, which forms part of this declaration is a record of the name of each branch of the Union (section 230 (1) (d) and regulation 147 (a)).
7. That there were no branches of the Union that commenced operation in the last calendar year (section 230 (1) (d) and regulation 147 (b)).
8. That there were no branches of the Union that ceased operation in the last calendar year (section 230 (1) (d) and regulation 147 (c)).

## **ATTACHMENT 1**

### **LIST OF OFFICES – NATIONAL UNION OF WORKERS – NATIONAL OFFICE**

General President

General Secretary

Assistant General Secretary

General Vice President (6 positions)

### **LIST OF OFFICES – NATIONAL UNION OF WORKERS – EACH BRANCH**

#### **1. Victorian Branch**

Branch President

Branch Vice President

Branch Secretary

Assistant Branch Secretary

Organiser (4 positions)

Committee Members (10 positions)

National Council Delegates (18 positions)

Reserve National Council Delegate

#### **2. New South Wales Branch**

Branch President

Branch Vice President

Branch Secretary

Assistant Branch Secretary

Trustee (3 positions)

Organiser (9 positions)

Committee Members (12 positions - from each area of eligibility as defined in the Rules)

National Council Delegates (9 positions)

Reserve National Council Delegate

### **3. General Branch**

Branch President

Branch Vice President

Branch Secretary

Branch Assistant Secretary

Committee Members (11 positions - from each electorate as defined in the Rules)

National Council Delegates (7 positions)

Reserve National Council Delegate

ATTACHMENT 2



**NATIONAL OFFICE RECORDS – s230 (1) (b) and (c)**

The below list of office holders and changes (if any) is for the period of office from 1 September 2014 to 31 August 2018 and as elected in E2014/77 or in accordance with the Rule18.

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
General President	Caterina Cinanni	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Secretary	Tim Kennedy	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Assistant General Secretary	Paul Richardson	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Susie Allison	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Gary Maas	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Ron Herbert	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Sam Roberts	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



General Vice President	Jill Batt	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
General Vice President	Imogen Beynon	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

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**UNITY IS  
STRENGTH.**

ATTACHMENT 2



**VICTORIAN BRANCH RECORDS – s230 (1) (b) and (c)**

The below list of office holders and changes (if any) is for the period of office from 1 September 2014 to 31 August 2018 and as elected in E2014/77 or in accordance with the Rule 43.

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
President	Julie Warren	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Vice President	Christopher Calvert	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Secretary	Gary Maas	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Assistant Secretary	Susie Allison	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Organiser	Neil Smith	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Organiser	Belinda Jacobi	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		Melbourne Victoria 3051	
Organiser	Heath Lamaro	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Organiser	Andrew Giles	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee of Management Member	Paul Payne	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051
Committee of Management Member	Donna Carkeek	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee of Management Member	Craig Chapman	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Food Industry Worker
Committee of Management Member	Lemmuel Leech	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Pharmaceutical Industry Worker
Committee of Management Member	Evalyn Claw	833 Bourke Street Docklands Victoria 3008	Poultry Industry Worker

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		P.O.Box 343 North Melbourne Victoria 3051	
Committee of Management Member	Sharyn Cook	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee of Management Member	Elizabeth McEwen	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee of Management Member	David Clements	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Dairy Industry Worker
Committee of Management Member	Michael Veljanovski	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Plastics Industry Worker
Committee of Management Member	Andreas Wittman	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Plastics Industry Worker
National Council Delegate	Adam Auld	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Andrew Giles	833 Bourke Street Docklands Victoria	Union Official

**UNITY IS  
STRENGTH.**



ATTACHMENT 2



		3008 P.O.Box 343 North Melbourne Victoria 3051	
National Council Delegate	Christopher Calvert	833 Bourke Street Docklands Victoria 3008 P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Laura Bienak	833 Bourke Street Docklands Victoria 3008 P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Rod Wigg	833 Bourke Street Docklands Victoria 3008 P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Steven Howie	833 Bourke Street Docklands Victoria 3008 P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Belinda Jacobi	833 Bourke Street Docklands Victoria 3008 P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Heath Lamaro	833 Bourke Street Docklands Victoria 3008 P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council	Dominic Melling	833 Bourke Street	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



Delegate		Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	
National Council Delegate	Dario Mujkic	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Andrew Riley	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Monique Segan	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Neil Smith	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Chloe Holliday	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



National Council Delegate	Cameron Stops	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Alycia Economidis	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Julie Warren	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Reserve National Council Delegate	Rob Dent	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official

**UNITY IS  
STRENGTH.**

## ATTACHMENT 2



## NEW SOUTH WALES BRANCH RECORDS – s230 (1) (b) and (c)

The below list of office holders and changes (if any) is for the period of office from 1 September 2014 to 31 August 2018 and as elected in E2014/77 or in accordance with the Rule 43.

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
President	Marilyn Issanchon	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Vice President	Jason Perry	3 – 5 Bridge Street Granville New South Wales 2142	Storeworker
Secretary	Martin Cartwright	3 – 5 Bridge Street Granville New South Wales 2142	Union Officials
Assistant Secretary	Bruno Mendonca	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Trustee	John Anderson	3 – 5 Bridge Street Granville New South Wales 2142	Retired
Trustee	Terry McQuillan	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Mark Cochrane	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Garry Cripps	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Ron Herbert	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Organiser	Craig Shannon	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
Committee of Management Member – Area 1	Russell Gibbons	3 – 5 Bridge Street Granville New South Wales 2142	Storeworker

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



Committee of Management Member – Area 1	Geoffrey Pearson	3 – 5 Bridge Street Granville New South Wales 2142	Storeworker
Committee of Management Member – Area 2	Patrick Luxford	3 – 5 Bridge Street Granville New South Wales 2142	Production Worker
Committee of Management Member – Area 2	Colin Minns	3 – 5 Bridge Street Granville New South Wales 2142	Production Worker
Committee of Management Member – Area 3	Sharon Morris	3 – 5 Bridge Street Granville New South Wales 2142	Commercial Sales Worker
Committee of Management Member – Area 3	Lance Nicholson	3 – 5 Bridge Street Granville New South Wales 2142	Commercial Sales Worker
Committee of Management Member – Area 4	Jeffrey Pearling	3 – 5 Bridge Street Granville New South Wales 2142	Food and Grocery Manufacturing Worker
Committee of Management Member – Area 4	Sherelle Roberts	3 – 5 Bridge Street Granville New South Wales 2142	Food and Grocery Manufacturing Worker
Committee of Management Member – Area 5	John Rowbotham	3 – 5 Bridge Street Granville New South Wales 2142	Food Industry Worker
Committee of Management Member – Area 5	Guven Yagci	3 – 5 Bridge Street Granville New South Wales 2142	Food Industry Worker
National Council Delegate	Mark Cochrane	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Justin Cody  Resigned 23 September 2014	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Garry Cripps	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Marilyn Issanchon	3 – 5 Bridge Street Granville New South Wales 2142	Union Official
National Council Delegate	Bruno Mendonca	3 – 5 Bridge Street Granville New South Wales 2142	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



**GENERAL BRANCH RECORDS – s230 (1) (b) and (c)**

The below list of office holders and changes (if any) is for the period of office from 1 September 2014 to 31 August 2018 and as elected in E2014/77 or in accordance with the Rule 43.

OFFICE	NAME	POSTAL ADDRESS	OCCUPATION
President	Tony Snelson	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Vice President	Ian Mackay	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Branch Secretary	Sam Roberts	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Assistant Branch Secretary	Godfrey Moase	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Queensland	Quan Chuc	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Queensland	Mayumi Tartaglia	833 Bourke Street Docklands Victoria	Food Industry Worker

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		3008 P.O.Box 343 North Melbourne Victoria 3051	
Committee Member - Queensland	Imogen Beynon	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Queensland	Chris Wilkinson	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Storeworker
Committee Member – South Australia	Samantha Wight	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Food Industry Worker
Committee Member – South Australia	Richard O’Connell	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Manufacturing Industry Worker
Committee Member – Market Research	Tim Gunstone	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member – Market Research	Bree Taylor	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North	Union Official

**UNITY IS  
STRENGTH.**

ATTACHMENT 2



		Melbourne Victoria 3051	
Committee Member – Defence, etc	Ian Madgwick	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member - Tasmania	Jill Batt	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
Committee Member – Western Australia	Keith Mann	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Wool Industry Worker
National Council Delegate	Mark Whenan	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Tim Gunstone	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Godfrey Moase	833 Bourke Street Docklands Victoria 3008  P.O.Box 343 North Melbourne Victoria 3051	Union Official
National Council Delegate	Tony Snelson	833 Bourke Street Docklands Victoria 3008	Union Official

**UNITY IS  
STRENGTH.**



ATTACHMENT 2



		P.O.Box 343 North Melbourne Victoria 3051	
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**UNITY IS  
STRENGTH.**

**ATTACHMENT 3**

**RECORD OF THE NAME OF EACH BRANCH**

**Victorian Branch**

**New South Wales Branch**

**General Branch**

**ATTACHMENT 4**

**RECORD OF ADDRESS OF THE NATIONAL OFFICE AND OF EACH  
BRANCH**

National Office	833 Bourke Street Docklands Victoria 3008
Victorian Branch	833 Bourke Street Docklands Victoria 3008
New South Wales Branch	3-5 Bridge Road Granville New South Wales 2142
General Branch	833 Bourke Street Docklands Victoria 3008  First Floor, 17 Cribb Street Milton Queensland 4064  87 St Vincent Street, Port Adelaide South Australia 5015  Suite 5, 896 Beaufort Street, Inglewood, Western Australia, 6932  Suite 3, Level 7, 377-389 Sussex Street, Sydney, New South Wales, 2000



25 January 2017

Mr Tim Kennedy  
National Secretary  
National Union of Workers  
reporting@nuw.org.au

CC: Paul Richardson

Dear Mr Kennedy,

**Notification of changes made to records [AR2017/38]**

Further to my correspondence to the 24 January 2017, I write to correct the title of Mr. Tim Kennedy to National Secretary and forward to the preferred email address for reporting activities. As stated in my previous correspondence I acknowledge receipt of a Notification of Change to the office holders of the National Union of Workers.

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

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

Date of lodgement	Branch	Change
11 January 2017	NSW	Branch President

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

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

Thank you for the notification.

Yours sincerely,

Debbie Ball  
Regulatory Compliance Branch

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)  
Facsimile: (03) 9655 0410  
Internet: [www.fwc.gov.au](http://www.fwc.gov.au)



24 January 2017

Mr Tim Kennedy  
General Secretary (national)  
National Union of Workers  
tkennedy@nuw.org.au

CC: NSW Branches

Dear Mr Kennedy,

**Notification of changes made to records [AR2017/38]**

I acknowledge receipt of a Notification of Change to the office holders of the National Union of Workers.

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

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Date of lodgement	Branch	Change
11 January 2017	NSW	Branch President

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

Thank you for the notification.

Yours sincerely,

Debbie Ball  
Regulatory Compliance Branch

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)  
Facsimile: (03) 9655 0410  
Internet: [www.fwc.gov.au](http://www.fwc.gov.au)

**FAIR WORK COMMISSION**

**Fair Work (Registered Organisations) Act 2009**

**Section 230(1) (c) – Records to be kept by Organisations**

**NATIONAL UNION OF WORKERS**


**DECLARATION**

I, Timothy John Kennedy, General Secretary of the National Union of Workers, (“the Union”), declare the following:

1. I am authorised under the Rules of the Union to make this declaration.

**New South Wales Branch**

2. That Marilyn Issanchon resigned from the office of Branch President with effect from 6 January 2017.
3. The above is a correct statement of the changes to office holders made to the information contained in the records required to be kept by the Union in accordance with sections 230 (1) (b), (c) and (d) of the Act

  
**TIMOTHY JOHN KENNEDY**  
**GENERAL SECRETARY**  
**NATIONAL UNION OF WORKERS**

**Declared at Docklands on the 10th day of January 2017**