



# Notifications of Change ROC Quiz

| Question   | Answer   | Reference   |
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| <b>1. Do organisations need to lodge a notification of changes <i>IF</i>:</b>      |  |   |
| <b>a) An elected office holder resigned but the term of office was almost over</b> | <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> |



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| <b>b) A person leaves an office but the person replacing them will not commence for a few weeks</b> | <b>YES</b> – this requires two 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 Regulations</li></ul>  |
| <b>c) An elected national office holder relocated to a different state</b>                          | <b>YES</b> – any change to the address of an office holder must be notified within 35 days of the change 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 Regulations</li></ul>   |
| <b>d) A branch relocated to different premises</b>  | <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 Regulations;</li><li>• Reg.151 of the RO Regulations</li></ul> |



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| <b>e) The Secretary's telephone number or email address changed</b>               | 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@fwc.gov.au">regorgs@fwc.gov.au</a> to advise changes to telephone and email addresses.         | N/A |
| <b>f) A Branch office changed its telephone number or preferred email address</b> | Not required under the legislation – however, it is beneficial to keep 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@fwc.gov.au">regorgs@fwc.gov.au</a> to advise changes to telephone and email addresses. | N/A |



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| <p><b>g) 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></p> | <p><b>YES</b> – the organisation is still required to formally notify the ROC of any changes 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.</p> | <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>• Regulation 151 of the RO Regs</li></ul>   |
| <p><b>h) An entire branch is abolished</b></p>  | <p><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</p>                                 | <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 Regulations;</li><li>• Reg. 151 of the RO Regulations</li></ul> |
| <p><b>i) 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></p>                   | <p><b>NO</b> – only changes need to be notified to the Commission</p>   | <p>N/A</p>   |



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| <p><b>j) A person is re-elected, but to a different office</b></p>  | <p><b>YES</b> – any changes to the list of office holders in the organisation or any of its branches needs to be notified to the Commission within 35 days.</p>   | <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>• Regulation 151 of the RO Regulations</li> </ul> |
| <p><b>k) A Committee of Management Member resigned, but they are not the President, Secretary, Assistant Secretary or Treasurer</b></p> | <p><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.</p> | <ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Section 9 of the RO Act;</li> <li>• Regulation 151 of the RO Regulations</li> </ul>         |
| <p><b>l) A person resigned but it won't take effect for three months</b></p>  | <p><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.</p>       | <ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Regulation 151 of the RO Regulations</li> </ul>   |
| <p><b>m) A person has been elected but they won't take office until a set date in the future</b></p>                                    | <p><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.</p>                                | <ul style="list-style-type: none"> <li>• Section 233(2) of the RO Act;</li> <li>• Regulation 151 of the RO Regulations</li> </ul>   |



**2. What needs to be included in the notification?**

A notification of change needs to include relevant details of the change. In relation to a change of 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 [Notification of Changes template](#), which is available on the [Notification of Changes page](#) of the Commission website.

- Section 233(2) of the RO Act;
- Section 230(1)(c) of the RO Act;
- Regulation 147 of the RO Regulations

**Do organisations need to lodge:**



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| <b>An amended list of all of the officers</b> | <b>NO</b> – 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>  |
| <b>Officers' names</b>                        | <b>YES</b>   | <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> |
| <b>Officers' occupation titles</b>            | <b>YES</b>   | <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> |
| <b>Officers' home addresses</b>               | <b>NO</b> – please do not lodge their home addresses. The Commission publishes all of the returns on the website – please list their professional addresses  | N/A   |
| <b>Officers' professional addresses</b>       | <b>YES</b> – 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> |



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| <b><u>ONLY</u> the changes to the President, Treasurer, Vice President and Secretary</b> | <b>NO</b> – notifications of change are required in relation to all offices in which a change has occurred.<br>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> |
| <b>A soft copy by email and a hard copy by post</b>                                      | <b>NO</b> – the ROC only requires one lodgement and email is the preferred method. The email address to lodge the notifications is <a href="mailto:regorgs@fwc.gov.au">regorgs@fwc.gov.au</a> .                                 | N/A  |
| <b>Copies of resignations</b>  | <b>NO</b> – proof of leaving office is only required for evidence in relation to casual vacancy election matters.<br>Evidence is not required in relation to notifications of changes.  | N/A  |





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| <b>Does it need to be signed?</b>  | <b>YES</b> – the notification must accompany a declaration stating that the copy of records lodged is a 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.     | <ul style="list-style-type: none"><li>• Section 233(2) of the RO Act;</li><li>• Regulation 150 of the RO Regulations</li></ul> |
| <b>3. Elections and Notifications of change</b>  |  |  |
| <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?</b> | <b>YES</b> – 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 Commission website. | <ul style="list-style-type: none"><li>• Section 233(2) of the RO Act;</li></ul>  |



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| <b>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?</b>       | <b>YES</b> – 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> |
| <b>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?</b> | <b>YES</b> – 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>  |

## Further information

If you have any further questions relating to the records to be kept by registered organisations, please email the FWC at [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

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This fact sheet is not intended to be comprehensive. The Fair Work Commission does not provide legal advice. Users must rely upon the relevant legislation, which is set out in the *Fair Work (Registered Organisations) Act 2009*, the *Fair Work Act 2009*, the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* and the *Fair Work (Registered Organisations) Regulations 2009*.