



23 November 2015

Gabe Doyle  
Secretary  
Police Association Salaried Officers Union of New South Wales  
Gabe.Doyle@pansw.org.au

Dear Doyle,

**Notification of changes made to records [AR2015/133]**

Further to my correspondence dated 5 October 2015 regarding Notification of Change to the offices of President, Vice President, Secretary and Treasurer of the Police Association Salaried Officers Union of New South Wales, I write to remind you that Section 154D(1) of the *Fair Work (Registered Organisations) Act 2009* (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 provided for in your organisation's rules.

Thank you for the notification.

Yours sincerely,

*Debbie Ball*

Debbie Ball  
Regulatory Compliance Branch



31 August 2015

Gabe Doyle  
Secretary  
Police Association Salaried Officers Union of New South Wales  
[Gabe.Doyle@pansw.org.au](mailto:Gabe.Doyle@pansw.org.au)

Dear Mr Doyle,

**Notification of changes made to records [AR2015/133]**

I acknowledge receipt of a Notification of Change to the offices of President, Vice President, Secretary and Treasurer of the Police Association Salaried Officers Union of New South Wales.

This information was lodged with the Fair Work Commission (the Commission) on 30 July 2015 in accordance with s.233(2) of the *Fair Work (Registered Organisations) Act 2009* (the Act). Our records have been updated accordingly. The document can be viewed on the Commission Website through the list of Registered Organisations -

<http://www.fwc.gov.au/index.cfm?pagename=regorgslist>

Thank you for the notification.

Yours sincerely,

Nick Salzberg  
Regulatory Compliance Branch

**STATEMENT IN ACCORDANCE WITH  
SUBSECTION 233 (2) OF THE ACT**

I, Gabe Doyle, Secretary, hereby state that I am authorised to notify a change to our records in accordance with subsection 233 (2) of the Act on behalf of the Police Association Salaried Officers Union of New South Wales.

I say that the information lodged is in accordance with subsection 233 (2) of the Act.

Dated: 30 July 2015

A handwritten signature in black ink, appearing to read 'G. Doyle', with a long horizontal flourish extending to the right.

**Gabe Doyle**  
**Secretary**

**STATEMENT NOTIFYING  
CHANGE OF RECORDS  
AS A RESULT OF ELECTIONS  
IN ACCORDANCE WITH  
SUBSECTION 233 (2) OF THE ACT**

I, Gabe Doyle, Secretary, hereby notify a change to the organisation's records as a result of an Election in accordance with section 233 (2) of the Act.

I state that I am authorised to lodge the prescribed information in accordance with section 233 (2) of the Act on behalf of the Police Association Salaried Officers Union of New South Wales.

I say that the information lodged is in accordance with subsection 233 (2) of the Act.

The circumstances under which I notify the change of records are as follows.

In my capacity as Secretary, Police Association Salaried Officers Union of NSW I contacted the Commission to lodge the prescribed information for the conduct of an election as of 28 May 2015 and was advised by the Commission that arrangements would be made for the conduct of an election as of 10 June 2015.

That election has now been declared by the Australian Electoral Commission and candidates were elected to the positions of President, Vice President, Secretary and Treasurer.

President  
BEAR, Anthony David

Vice President  
POPE, Sarah

Secretary  
DOYLE, Gabe

Treasurer  
BRETT, Courtney

As such I notify the following change of records as appointments to the PASOUNSW Committee of Management in accordance with section 233 (2) of the Act.

President  
BEAR, Anthony David

Vice President  
POPE, Sarah

Secretary  
DOYLE, Gabe

Treasurer  
BRETT, Courtney

I trust that these are in order.

Yours faithfully

Dated: 20 November 2013

A handwritten signature in black ink, appearing to read 'G. Doyle', with a long horizontal line extending to the right.

**Gabe Doyle**  
**Secretary**



31 March 2015

Gabe Doyle  
Secretary  
Police Association Salaried Officers Union of New South Wales  
By email: [REDACTED]

Dear Doyle,

**Annual Return of Information for 2015 [AR2015/133]**

I acknowledge receipt on 25 March 2015 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 2015 Annual Return of Information of Police Association Salaried Officers Union of New South Wales.

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

**Notifications of Change**

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. Police Association Salaried Officers Union of New South Wales is encouraged to use this template if any changes occur.

Yours sincerely

Carolyn Moloney  
Regulatory Compliance Branch

**Police Association Salaried Officers Union of New South Wales**

**Annual Return of Information for 2015 AR2015/133**

I, Gabe Doyle, Secretary of the Police Association Salaried Officers Union of New South Wales (PASOUNSW) declare that the register of the members of PASOUNSW has, during the immediately preceding calendar year, been kept and maintained as required by sections 230(1)(a) and (2) of the *Fair Work (Registered Organisations) Act 2009* (the Act).

The office of PASOUNSW is located at Level 4/154 Elizabeth Street, Sydney. The postal address of PASOUNSW is PO Box A1097 Sydney South NSW 1232.

The list of offices of PASOUNSW and the persons holding those offices is attached at Annexure A.

PASOUNSW does not have any branches either new or previously operating.

Under our rules, PASOUNSW is required to hold elections during the 2015 calendar year and will commence this process on the expiration of the current Committee of Management terms of office in accordance with rules 36 and 37 of the Rules of the Police Association Salaried Officers Union of New South Wales.

As per our register of members, PASOU had 52 members on the 31st December 2014.

The copy of the records lodged is a correct statement of the information contained in those records, as required by section 233(1)(b) of the Act.



**Gabe Doyle**  
**Secretary, PASOUNSW**

Date: 25 / 3 / 15

<b>PASOU of NSW</b>	<b>OFFICES - PASOU of NSW</b>	<b>OFFICE HOLDER</b>
<b>Address:</b> Level 4 154 Elizabeth Street Sydney NSW 2000	PRESIDENT	KYM WARD
	VICE PRESIDENT	SARAH VICKI POPE
	SECRETARY	GABRIEL EDMOND DOYLE
<b>Postal:</b> PO Box A 1097 Sydney South NSW 1223	TREASURER	COURTNEY JANE BRETT



18 March 2015

Ms Kym McIlveen  
President  
Police Association Salaried Officers Union of New South Wales  
Sent via email: [REDACTED]

Dear Ms McIlveen,

**Police Association Salaried Officers Union of New South Wales  
Annual Return of Information for 2015 [AR2015/133]**

I refer to our letter dated 19 February 2015 reminding you of the obligation to lodge an Annual Return of Information for 2015 by **31 March 2015**. While the organisation has until the end of the month in which to lodge the information, we provide the following as a second and final reminder. Please ignore this letter if you have lodged the Annual Return for 2015 in the last few days.

A signed and dated declaration certifying matters prescribed in the *Fair Work (Registered Organisations) Act 2009* [the 'RO Act'] must be lodged with the Fair Work Commission ('the FWC') by that date. The matters to be included in the declaration are set out in the attached checklist.

The declaration must be signed by the Secretary or such other elected official who is required under the rules or by resolution of the organisation to keep the relevant records. A declaration signed by a non-elected person does not meet this requirement. The Secretary or other prescribed officer must also notify the FWC within 35 days of any changes to such records.

Once an Annual Return or change of records has been lodged, a copy will be posted on our website under [Registered organisations - List of registered organisations](#). In order to protect the privacy of the relevant office holders listed in declarations, you may wish to list their official mailing address rather than personal home address.

We encourage you to lodge all returns electronically e.g. as pdf files at [orgs@fwc.gov.au](mailto:orgs@fwc.gov.au). Please ensure that emailed documents include signatures where required.

**Please note: failure to comply with these obligations is subject to a civil penalty provision** (up to \$51,000 for a body corporate and \$10,200 for an individual per contravention) - see s.305 of the RO Act. Further, in maintaining the register of members, your attention is drawn to s.171A of the RO Act that outlines the circumstances where membership ceases to exist.

Please do not hesitate to contact me on (03) 8661 7936 or by e-mail at [robert.pfeiffer@fwc.gov.au](mailto:robert.pfeiffer@fwc.gov.au) if you wish to discuss the requirements outlined in this correspondence.

Yours sincerely,

Robert Pfeiffer  
Senior Adviser  
Regulatory Compliance Branch

### Obligation to lodge Annual Return of Information by 31 March

For full details see ss.230-233 of the *Fair Work (Registered Organisations) Act 2009* (the 'RO Act'), and rr.147-151 of the *Fair Work (Registered Organisations) Regulations 2009* (the 'RO Regulations').

A copy of each of the following records must be lodged with the Fair Work Commission ('The Commission') between 1 January and 31 March each year. They must be certified by a declaration stating that it is a correct statement of the information contained in that record, signed by the Secretary or such other elected official who is required under the rules, or by resolution of the organisation, to keep the relevant records (**other prescribed officer** see r.150 of the RO Regulations).

**Failure to comply with these obligations is subject to a civil penalty provision – see s.305 of the RO Act.**

Requirement	Details of requirement
Maintenance of Register of Members	A declaration by the Secretary or other prescribed officer certifying that the register of members has, during the immediately preceding calendar year, been kept and maintained as required by ss.230(1)(a) and (2) <i>[s.233(1)(a)]</i> <b>Note:</b> In maintaining the register of members, your attention is drawn to s.171A of the RO Act that outlines the circumstances where membership ceases to exist.
List of Offices	A list of the offices in the organisation and each branch (note the definition of <b>office</b> and <b>officer</b> in ss.6 and 9) <i>[s.230(1)(b)]</i>
List of Office holders	A list of the names, postal addresses and occupations of the persons holding the offices (note the definition of <b>office</b> and <b>officer</b> in ss.6 and 9) <i>[s.230(1)(c)]</i>
List of Branches	A record of the name of each branch of the organisation <i>[s.230(1)(d) and r.147(a)]</i>
New Branches	A record of the name of each branch that commenced operation in the previous 12 months <i>[s.230(1)(d) and r.147(b)]</i>
Old Branches	A record of the name of each branch that ceased operation in the previous 12 months <i>[s.230(1)(d) and r.147(c)]</i>
Addresses of Organisation and Branches	A record of the address of the office of the organisation and the address of the office of each branch <i>[s.230(1)(d) and r.147(d)]</i>
Elections in Organisation and Branches	A record of each election that must, under the rules of the organisation, be held during the year commencing 1 January of the year in which the return is lodged, for any offices in the organisation and branches of the organisation . <i>[s.230(1)(d) and r.147(e)]</i> <b>Note:</b> this provision does not relieve an organisation or branch from the separate requirement to lodge prescribed information prior to each election, as required by s.189 of the RO Act
Statement concerning number of members	A record of the number of members on 31 December in the previous year; and If the organisation has entered into an agreement relating to members of State unions under s.151(1) of the RO Act, - a record of the number of members of the organisation who were (on 31 December in the previous year) ineligible State members in relation to the organisation within the meaning of s.150 of the RO Act. <i>[s.230(1)(d) and rr.147(f) and (g)]</i>

### Obligation to notify of changes within 35 days

If there are any changes during the year to the list of offices, list of officeholders, list of branches (where relevant) and the address of the organisation and/or its branches an organisation must, within 35 days of the change, lodge with The Commission, a notification of such changes certified by declaration signed by the secretary or other prescribed officer of the organisation to be a correct statement of the changes made [*RO Act s.233(2) and RO Regulations r.151* refer].



20 February 2015

Ms Kym McIlveen  
President  
Police Association Salaried Officers Union of New South Wales  
Sent via email: [REDACTED]

Dear Ms McIlveen,

**Police Association Salaried Officers Union of New South Wales  
Annual Return of Information for 2015 [AR2015/133]**

This is a courtesy letter to remind you of the obligation to lodge an Annual Return of Information for 2015 in respect of the Police Association Salaried Officers Union of New South Wales by **31 March 2015**.

A signed and dated declaration certifying matters prescribed in the *Fair Work (Registered Organisations) Act 2009* [the 'RO Act'] must be lodged with the Fair Work Commission ('the FWC') by that date. The matters to be included in the declaration are set out in the attached checklist.

The declaration must be signed by the Secretary, or where applicable, such other elected official who is required under the rules or by resolution of the organisation, to keep the relevant records (other prescribed officer). A declaration signed by a non-elected person does not meet this requirement. Further, you are reminded that the Secretary or other prescribed officer must also notify the FWC within 35 days of any changes to such records that may occur throughout the year.

As previously advised, section 233 places the onus of lodgement on the organisation and not on each individual branch. It is therefore the national body that is obliged to collate and lodge all of the required information. Annual Return templates are available on the FWC website at [Registered Organisations fact sheets](#), one for an organisation with branches and one for an organisation without branches.

Once an Annual Return or change of records has been lodged, a copy will be posted on our website at [List of Registered Organisations](#). Therefore, to protect the privacy of the relevant office holders listed in the declarations, it is recommended that officers list their official mailing address rather than personal home address.

We encourage you to lodge all returns electronically (e.g. as pdf file) at [orgs@fwc.gov.au](mailto:orgs@fwc.gov.au). Please ensure that emailed documents include signatures where required.

**Please note: failure to comply with these obligations is subject to a civil penalty provision** (up to \$51,000 for a body corporate and \$10,200 for an individual per contravention), under s.305 of the RO Act. Finally, in maintaining the register of members, your attention is drawn to the circumstances where membership ceases to exist (s.230(2)(b) and s.171A of the RO Act).

Please do not hesitate to contact me on (03) 8661 7936 or by e-mail at [robert.pfeiffer@fwc.gov.au](mailto:robert.pfeiffer@fwc.gov.au) if you wish to discuss the requirements outlined in this correspondence.

Yours sincerely,

Robert Pfeiffer  
Senior Adviser  
Regulatory Compliance Branch

### Obligation to lodge Annual Return of Information by 31 March

For full details see ss.230-233 of the *Fair Work (Registered Organisations) Act 2009* (the 'RO Act'), and rr.147-151 of the *Fair Work (Registered Organisations) Regulations 2009* (the 'RO Regulations').

A copy of each of the following records must be lodged with the Fair Work Commission ('the FWC') between 1 January and 31 March each year. They must be certified by a declaration stating that it is a correct statement of the information contained in that record, signed by the Secretary or such other elected official who is required under the rules, or by resolution of the organisation, to keep the relevant records (**other prescribed officer** see r.150 of the RO Regulations).

**Failure to comply with these obligations is subject to a civil penalty provision – see s.305 of the RO Act.**

Requirement	Details of requirement
Maintenance of Register of Members	A declaration by the Secretary or other prescribed officer certifying that the register of members has, during the immediately preceding calendar year, been kept and maintained as required by ss.230(1)(a) and (2) [s.233(1)(a)] <b>Note:</b> In maintaining the register of members, your attention is drawn to s.171A of the RO Act that outlines the circumstances where membership ceases to exist.
List of Offices	A list of the offices in the organisation and each branch (note the definition of <b>office</b> and <b>officer</b> in ss.6 and 9) [s.230(1)(b)]
List of Office holders	A list of the names, postal addresses and occupations of the persons holding the offices (note the definition of <b>office</b> and <b>officer</b> in ss.6 and 9) [s.230(1)(c)]
List of Branches	A record of the name of each branch of the organisation [s.230(1)(d) and r.147(a)]
New Branches	A record of the name of each branch that commenced operation in the previous 12 months [s.230(1)(d) and r.147(b)]
Old Branches	A record of the name of each branch that ceased operation in the previous 12 months [s.230(1)(d) and r.147(c)]
Addresses of Organisation and Branches	A record of the address of the office of the organisation and the address of the office of each branch [s.230(1)(d) and r.147(d)]
Elections in Organisation and Branches	A record of each election that must, under the rules of the organisation, be held during the year commencing 1 January of the year in which the return is lodged, for any offices in the organisation and branches of the organisation . [s.230(1)(d) and r.147(e)] <b>Note:</b> this provision does not relieve an organisation or branch from the separate requirement to lodge prescribed information prior to each election, as required by s.189 of the RO Act
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### Obligation to notify of changes within 35 days

If there are any changes during the year to the list of offices, list of officeholders, list of branches (where relevant) and the address of the organisation and/or its branches an organisation must, within 35 days of the change, lodge with the FWC, a notification of such changes certified by declaration signed by the secretary or other prescribed officer of the organisation to be a correct statement of the changes made [RO Act s.233(2) and RO Regulations r.151 refer].