



Fair Work  
Commission

# Latest news for registered organisations

---

## Outcome of investigation into CFMEU Construction and General Division – Victoria-Tasmania Divisional Branch

The Commission has completed an investigation into donations totalling \$329,294.90 made in 2022 by the Victoria-Tasmania Divisional Branch of the CFMEU Construction and General Division (the Branch). Those donations were primarily directed to benefit Diana Asmar, the former Secretary of the Victoria No. 1 Branch of the Health Services Union (HSU), in her campaign for re-election as Branch Secretary.

The investigation found it is likely that former senior officers of the Branch:

- concealed or withheld information about the donations from the Branch's Committee of Management
- inaccurately recorded some donations
- caused the Branch to contravene statutory obligations under the *Fair Work (Registered Organisations) Act 2009* (the RO Act) related to keeping proper records and disclosing donations.

The investigation identified general and wide-ranging issues about the Branch and its governance. This included significant deficiencies in the competence and training of senior officers in performing their functions, and established failures of transparency, proper governance, record keeping, oversight and the observance of the CFMEU's rules.

The investigation further concluded that one payment of \$34,100 was paid to a company which the General Manager has alleged, in separate proceedings in the Federal Court (see [VID835/2024](#)), received over \$2.7 million from the HSU without providing any goods or services, and which may have made cashback payments to Ms Asmar.

The General Manager is considering whether further enforcement action should be taken in relation to former senior officers of the Branch, including initiating civil penalty proceedings in the Federal Court of Australia. He has also issued a rectification notice to the C&G Division Administrator requesting that steps be taken to remedy the financial and reporting failures identified during the investigation.



## Member rights and obligations information pack

The Commission has released a new Member Rights and Obligations Information Pack for members of registered organisations. This resource is designed to help members understand their rights and obligations under the RO Act. Similarly, officers and employees of registered organisations must be aware of the rights their members are able to exercise.

This information pack includes:

- eligibility and joining requirements
- participation in governance and elections
- access to information and financial reports
- member assistance and complaints
- payment of membership fees
- following rules and standards

[Click here to access the information pack](#)

In addition to releasing the information pack, we hosted a webinar for staff and officers of registered organisations to explain what they need to know about member rights and obligations. The webinar had over 70 attendees and was very well received.



## Compliance Snapshot for registered organisations 2025

The Registered Organisations Services Branch of the Commission (ROSB) helps registered organisations comply with their legislative requirements. One of the ways

we do this is by analysing data to inform our priorities and services.

In this quarter we released our annual compliance snapshot for the 2024–25 financial year, which is a visual representation of how organisations have engaged with our regulatory education resources to fulfil their compliance obligations.

Registered organisations can also use this data to understand their own achievements and priorities, and to gain insights into how their compliance performance compares to other organisations.

[Click here to view the compliance snapshot](#)



## The Commission enters into its fourth enforceable undertaking

The General Manager has accepted the Commission’s fourth [enforceable undertaking](#) with a registered organisation under the RO Act.

The enforceable undertaking was entered into with the Australian Education Union as a result of non-compliance by its Queensland Branch relating to their obligations to lodge prescribed information for elections. This voluntary but binding agreement aims to address non-compliance that has occurred as well as preventing future non-compliance.

To learn more about the General Manager’s expanded powers, see our guidance notes on [enforceable undertakings](#) and [infringement notices](#).



## Removed persons

Registered organisations have important obligations to be aware of when it comes to “removed persons”. These are individuals who have been removed from office or employment in the CFMEU Construction & General Division as a result of the Administration Scheme. Removed persons cannot act as bargaining representatives, become a candidate or be appointed to an office, or be employed or engaged by any registered

organisation unless they obtain a certificate from the Commission. Breaches can attract significant penalties.

The Commission is planning education materials for early 2026 to help organisations understand these requirements and manage associated risks.

Currently, there are three ways a person can become a removed person:

1. Removed from office when the administration took effect (a list can be found on the [Federal Register of Legislation](#)).
2. Removed from office or employment since the administration took effect as a result of the administration
3. Left office or employment between 1 July 2024 and the administration commencing AND the Administrator would have taken action against them under the scheme

Organisations should take steps to confirm in writing that any individual they engage or employ is not a removed person, as failure to do so may expose them to significant risk. Certificates provide protection for organisations.

Further guidance will be developed in early 2026 to help organisations and removed persons understand their obligations under the Fair Work Act and RO Act.

[Click here for more information about certificates for 'removed persons'](#)



## Release of 'Fit and proper person' fact sheet

The Commission has developed a fact sheet to help registered organisations with their understanding of what it means to be a 'fit and proper person' for the purposes of holding a right of entry permit under the *Fair Work Act 2009*.

This fact sheet outlines the criteria the Commission considers when assessing applications and includes examples to help illustrate how decisions are made on whether someone is a 'fit and proper person'.

[View the fact sheet here](#)



## Financial reports are due soon

For reporting units with a financial year which ended on 30 June 2025, your financial reports are due with the Commission. Reminder letters have already been sent to reporting units that haven't yet lodged theirs. Late lodgement could attract penalties.

There are a range of financial reporting resources available to help you to prepare and lodge your reports, including model financial statements, reporting guidelines and the Commission's internal compliance checklists. You can use our [compliance calculator](#) to ensure you comply with the legislated timeframes.

If you are having trouble finalising your financial reporting process and require advice and assistance, please contact our Financial Analysis Team on 1300 341 665 or via email [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

---

## New podcast episode released

We have released a new episode of our podcast, 'RO pod – talking about the governance of registered organisations'.



### [Episode 59: How to use the Model Rules](#)

In this episode, we discuss the Model Rules for registered organisations that were released over the course of 2025, along with a User Guide and a detailed Companion Reader. We examine how they make drafting rules easier, while increasing governance and compliance. In addition, we explain how the User Guide and Companion Reader can be effectively used to understand and adopt rules that meet your organisations' requirements.

New episodes, and most of our previous episodes, are available on [Spotify](#) and [Apple](#), as well as on our [podcast page](#).

---



## Education and Engagement Strategy 2026–2027

The Registered Organisations Education and Engagement Strategy 2026-2027 will be published in early 2026. It will be accompanied by a new Education Activities Calendar, outlining the resources the Commission will produce.



## Holiday closure message

The Commission, including the ROSB, will be closed from Thursday 25 December to Monday 29 December 2025 inclusive and on Thursday 1 January 2026.

We wish you a safe and happy festive season.

---

You are receiving this email because you subscribed to updates from the Fair Work Commission.

You can [unsubscribe](#). You will continue to receive other FWC emails you have subscribed to. You can [update your preferences](#) (add or remove multiple subscriptions or change your contact details).