OFFICER AND RELATED PARTY DISCLOSURE STATEMENT in accordance with Section 293J *Fair Work (Registered Organisations) Act 2009*

I, James William Lloyd, being the President of the Australian Nursing and Midwifery Federation (Tasmanian Branch), declare the following Officer and Related Party (ORP) Disclosure Statement.

Organisation name	Australian Nursing and Midwifery Federation	**Branch name (if applicable)**	Tasmanian Branch
Financial year start date	1 July 2025	**Financial year end date**	30 June 2026

INSTRUCTIONS FOR COMPLETING THIS STATEMENT

1. **This statement must be signed by an elected officer** of the organisation or branch to which it relates
2. **Answer the question about how many officers receive remuneration**, this includes wages and salary, superannuation, fees, allowances, benefits and other entitlements paid by the organisation, AND payments from external board positions, even if not retained by the officer
3. **Enter information into the tables below**. Add extra lines if needed (e.g. if more than one officer receives the same remuneration)
4. If you leave an item blank, you are declaring that there is nothing to disclose for that item.

Top five rankings of officers – relevant remuneration and non-cash benefits

How many officers do you have who receive remuneration?	*Please circle*	0	1	(2)	3	4	5	5+

Remuneration includes wages and salary (including superannuation), fees, allowances, benefits and other entitlements paid by the organisation AND payments from external board positions (even if not retained by the officer).

When all officers are ranked by relevant remuneration for the financial year, the following officers are ranked no lower than fifth:

Full Name	**Office** *(e.g. Secretary)*	**Actual amount of relevant remuneration**	**Value of relevant non-cash benefits**	**Form of relevant non-cash benefits** *(e.g. car)*
1. Emily Shepherd	Branch Secretary	**$239,681**, being: *$213,645 (Base Salary plus allowances) plus;* *$26,036 (Superannuation and leave movement)*	**$21,297**	Vehicle
2. James Lloyd	Branch President	$3,000	NIL	NIL
3. NIL	NIL	$ NIL	$ NIL	NIL
4. NIL	NIL	$ NIL	$ NIL	NIL
5. NIL	NIL	$ NIL	$ NIL	NIL

Payments to related parties and declared persons or bodies

During the financial year, the following payments were made to related parties or declared persons or bodies. The details of these payments are included below. (This list does not include payments that are exempted from disclosure under section 293G).

Date	Name	Nature of relationship *(e.g. company owned by Secretary)*	Purpose of payment *(e.g. catering)*	Amount	Other relevant details
NIL	NIL	NIL	NIL	$ NIL	NIL
NIL	NIL	NIL	NIL	$ NIL	NIL
NIL	NIL	NIL	NIL	$ NIL	NIL
NIL	NIL	NIL	NIL	$ NIL	NIL
NIL	NIL	NIL	NIL	$ NIL	NIL

I declare that:

- the officers listed in this ORP Disclosure Statement are those whose relevant remuneration places them in the top five rankings of officers;
- where fewer (or no) officers are listed, this is because only those listed officers received relevant remuneration;
- the only officers in the top five rankings who received non-cash benefits are those for whom an amount is listed in the non-cash benefits column;

- the persons and entities listed under 'payments to related parties' are the only related parties or declared persons or bodies that are required to be disclosed under section.293G, where none are listed this is because there were no disclosable payments;
- where an entry in any of the above tables is blank, it indicates that there is nothing to disclose for that item;
- a copy of this ORP Disclosure Statement has been provided to the members of the organisation/branch within six months from the financial year ending;
- this is a true and correct statement.

Signed by the officer making the declaration:

James Lloyd, Branch President

Dated: 4/8/26

PLEASE NOTE: The ORP Disclosure Statement must be provided to all members and a copy lodged with the Fair Work Commission (the Commission) within six months from the end of the financial year. It can be lodged with the Commission by emailing to regorgs@fwc.gov.au. ALL BRANCHES are required to lodge an ORP Disclosure Statement. It is then published on the Commission website.

Did you know?



Relevant remuneration is more than just the remuneration paid to the officer by the organisation

It includes remuneration paid to the officer:

- by boards (such as a superannuation board) in certain circumstances; and
- by a related party of the organisation/branch in connection with the performance of the officer's duties as an officer.



The definition of related party in section 9B has some big differences from the definition in the accounting standards which applies to financial reporting

- it includes an entity controlled by an organisation, other than a branch, sub-branch, division or subdivision of the organisation or a state/territory-registered association of employees or employers of which the organisation is the federal counterpart
- it includes entities that were a related party at any time within the previous six months
- it also includes entities that believe, or have reasonable grounds to believe, that it is likely to become a related party of the organisation at any time in the future

Some related party payments are exempt from disclosure.



Declared persons or body do not have exemptions

All payments must be disclosed that have been made to declared persons or bodies.

A declared person or body is:

- a person or body that an officer with financial management duties has disclosed a material personal interest in, and;
- the officer has not notified the organisation or branch that the officer no longer has the interest.



For **further information** on definitions and these requirements please see our:

- fact sheet for disclosure obligations
- compliance calculator for due dates
- Our podcast demystifying the ORP statement and
- guidance notes for officers or organisations