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

I, Bradley Hayes, being the Federal Secretary of the Independent Education Union of Australia, declare the following Officer and Related Party (ORP) Disclosure Statement.

Organisation name	Independent Education Union of Australia	**Branch name (if applicable)**	
Financial year start date	1 January 2025	**Financial year end date**	31 December 2025

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. Bradley Hayes	Federal Secretary	$288,930.65	Nil	Nil
2. Anthony Odgers	Assistant Federal Secretary	$258,004.95	Nil	Nil
3. Veronica Yewdall	Assistant Federal Secretary	$258,014.39	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				$	

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:

Dated: 6 March 2026

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.