

NOTICE

CICS 4 of 2026

NOTICE is given of application CICS 4 of 2026 by the *The Australian Nursing Federation, Industrial Union of Workers Perth* to the Commission in Court Session of the Western Australian Industrial Relations Commission for an alteration to the following registered rules:

- Rule 1 – NAME
- Rule 4 – MEMBERSHIP
- Rule 10 – COUNCIL

The proposed rule alterations are annexed in the following pages of this notice for review.

This matter will be listed for hearing before the Commission in Court Session on a date to be fixed.

Any person who satisfies the Commission in Court Session that they have a sufficient interest or desires to object to the application may, having given notice of that objection within the time and in the manner prescribed, appear and be heard in objection to the application.

Pursuant to regulation 77A(3) of the *Industrial Relations Commission Regulations 2005 (WA)* a notice of an objection in the approved form ([Form 1A – Multipurpose Form](#)) must be filed within 21 days of this notice. A [Form 1A – Multipurpose Form](#) is available on the WAIRC website at www.wairc.wa.gov.au under Applications & Forms.

S BASTIAN
REGISTRAR

6 May 2026

ANNEXURE – PROPOSED ALTERATIONS

The proposed alterations are detailed below:

Existing Rule 1:

1 - NAME

The name of the Union shall be “The Australian Nursing Federation, Industrial Union of Workers Perth.”

Proposed Amended Rule 1:

The proposed changes to the rule are set out below, with additions in underlined text and deletions struck out:

1 – NAME

The name of the Union shall be “The Australian Nursing and Midwifery Federation, Industrial Union of Workers ~~Perth~~ Western Australia.”

Existing Rule 4:

4 - MEMBERSHIP

Membership of the Union shall be open to all persons who fall within the categories set out in sub-rules (1) and (2) below:

- (1) (a) A member shall be a person who is an employee within the meaning of the Act:
 - (i) employed in the profession or industry of nursing and being registered or entitled to be registered with the Nurses Board of WA;
or
 - (ii) a student nurse training in a school for nurses registered with the Nurses Board of Western Australia, or persons who have left their training schools after having completed the prescribed period of training in Western Australia and who intend to sit for examinations arranged by the Nurses Board until such persons are entitled to be registered as nurses.
 - (b) A person who has been appointed to a paid position as an employee of the union and who by virtue of such appointment is not eligible to be a member of any other registered organisation pursuant to the Act whether or not such person is entitled to be registered as aforesaid.
- (2) Honorary members who shall not be entitled to take any part in any elections or to vote on any matter.
 - (i) who have left the profession or industry of nursing, or

- (ii) Providing that no form of honorary membership shall be open to such persons who come within the definition of "employer" within the meaning of the Industrial Relations Act 1979 as amended,
- (iii) who have had conferred upon them by the Council the title of "Distinguished Honorary Member" for distinguished service in or for the nursing profession. Not more than three persons shall be accorded this category of membership in any year.

Providing that no form of honorary membership shall be open to such persons who come within the definition of "employer" within the meaning of the Industrial Relations Act 1979 as amended.

- (3) A Member who has ceased to be an "employee" in the profession or industry of nursing shall not be entitled to retain membership under the provisions of sub rule (1) of this Rule and the Council may terminate the membership of any such member upon written advice to the member of its intention so to do.

Proposed Amended Rule 4:

The proposed changes to the rule are set out below, with additions in underlined text and deletions struck out:

4 – MEMBERSHIP

Membership of the Union shall be open to all persons who fall within one or more of the sub-categories set out in sub-rules (1) and (2) below:

- (1) (a) ~~A member shall be~~ a person who is an employee within the meaning of the Industrial Relations Act 1979 as amended:
 - (i) employed in the profession or industry of nursing or midwifery and being registered or entitled to be registered with the ~~Nurses Board of WA~~ Nursing and Midwifery Board of Australia or equivalent (Board); or
 - (ii) a student ~~nurse~~ training in a school for nurses or midwives registered with the ~~Nurses Board of Western Australia~~, or persons who have left their training schools after having completed the prescribed period of training in Western Australia and who intend to sit for examinations arranged by the ~~Nurses Board~~ until such persons are entitled to be registered as nurses.
- (b) A person who holds an office in the union, or has been appointed to a paid position as an employee of the union and who by virtue of such appointment is not eligible to be a member of any other registered organisation pursuant to the Act whether or not such person is entitled to be registered as aforesaid.
- (c) A person who is eligible to be a member in the Australian Nursing and Midwifery Federation (an organisation registered under the Fair Work (Registered Organisations) Act 2009 (Cth)) Western Australia Branch in accordance with sub-rules 5.1, 5.2.2 and 5.3 of the Rules of the Australian Nursing and Midwifery Federation.

- (2) A person upon whom the Council has conferred the title of "Distinguished Honorary Member" for distinguished service in or for the nursing or midwifery professions, provided that: Honorary members who shall not be entitled to take any part in any elections or to vote on any matter.
- (i) an Honorary Member may be, at the discretion of the Council, exempt from payment of any membership fees or subscriptions;
 - (ii) an Honorary Member shall not be entitled to take part in any elections or to vote on any matters; who have left the profession or industry of nursing, or
 - (ii) ~~Providing that~~ no form of honorary membership shall be open to such persons who come within the definition of "employer" within the meaning of the Industrial Relations Act 1979 as amended Act,
 - (iii) ~~who have had conferred upon them by the Council the title of "Distinguished Honorary Member" for distinguished service in or for the nursing profession.~~ Not more than three persons shall be accorded this category of membership in any year.

~~Providing that no form of honorary membership shall be open to such persons who come within the definition of "employer" within the meaning of the Industrial Relations Act 1979 as amended.~~

- (3) A ~~m~~Member who has ceased to be an "employee" within the meaning of the Industrial Relations Act 1979 as amended in the profession or industry of nursing or midwifery and is not otherwise eligible for membership of the Union shall not be entitled to retain membership under the provisions of sub rule (1) of this Rule and the Council may terminate the membership of any such member upon written advice to the member of its intention so to do.

Existing Rule 10:

10 - COUNCIL

- (1) The affairs of the union shall be managed by the Council subject to the controls provided for in rules 27 and 29 of these rules.
- The Council shall consist of:
- (a) the President, Senior Vice President, two Vice Presidents and Secretary (referred to as the Union Officers), and
 - (b) four Executive Members, together with
 - (c) fourteen Councillors.
- all of whom shall be elected in accordance with these rules.
- (2) No person shall hold more than one office on the Council.
- (3) The Council may act even where a vacancy in its membership exists and none of its acts or proceedings shall be invalid or void for reason only of such a vacancy or of some informality in the election or appointment of any person to any office.
- (4) (a) Where a vacancy occurs in the Council it may, subject to the provisions of the Industrial Relations Act 1979 as amended, be filled in accordance with these Rules, with any necessary adaptations in timing.

- (b) Where the vacancy occurs between January and July in the year the position becoming vacant is due for election, Council may resolve to leave that office vacant until the normal election occurs when it shall be filled in accordance with those Rules.

Proposed Amended Rule 10:

The proposed changes to the rule are set out below, with additions in underlined text and deletions struck out:

10 – COUNCIL

- (1) The affairs of the union shall be managed by the Council subject to the controls provided for in rules 27 and 29 of these rules.
The Council shall consist of:
 - (a) the President, Senior Vice President, two Vice Presidents and Secretary (referred to as the Union Officers), and
 - (b) four Executive Members, together with
 - (c) fourteen Councillors.all of whom shall be elected in accordance with these rules.
- (2) No person shall hold more than one office on the Council.
- (3) The Council may act even where a vacancy in its membership exists and none of its acts or proceedings shall be invalid or void for reason only of such a vacancy or of some informality in the election or appointment of any person to any office.
- (4)
 - (a) Where a vacancy occurs in the Council it may, subject to the provisions of the Industrial Relations Act 1979 as amended, be filled in accordance with these Rules, with any necessary adaptations in timing.
 - (b) Where the vacancy occurs between January and July in the year the position becoming vacant is due for election, Council may resolve to leave that office vacant until the normal election occurs when it shall be filled in accordance with those Rules.
- (6) Each office in the Council may, from such time as the Council determines, be held by the person who, in accordance with the Rules of the Australian Nursing and Midwifery Federation, holds the corresponding office in the Branch Council of the Branch.