



UNITED FIREFIGHTERS UNION OF AUSTRALIA

NATIONAL BULLETIN

BULLETIN NO: 008/2025

26 November 2025

Notice of Changes to the UFUA Rules

TO ALL UFUA MEMBERS,

The United Firefighters Union of Australia (UFUA) wishes to notify all members that the National Committee of Management, at the meeting on 19 November 2025, has approved a series of alterations to the UFUA rules.

In accordance with rule 49(4) of the UFUA Rules, the National Secretary is required to publicise the rule changes adopted by the National Committee of Management (NCOM).

A brief summary and the full text of the rule changes are provided below:

List of Rule Changes

1. GENDERED LANGUAGE	PAGE 2
2. REGISTERED OFFICES	PAGE 3
3. DUTIES OF MEMBERS	PAGE 4
4. REFERENCING	PAGE 5
5. ABORIGINAL & TORRES STRAIT ISLANDER REPRESENTATION	PAGE 6
6. DISBANDING BRANCHES	PAGE 7

1. Gendered Language

The use of gendered language in our UFUA rules needs to be amended to ensure it represents all our members. The following rule change removes gendered language from the UFUA Rules.

Full Text of Rule Change

- 1.1. *Delete* Rule 2(1)(b).
- 1.2. At Rule 5(6), *delete* “his/her”, and *insert* “their”.
- 1.3. At Rule 7(4)(d), *delete* “he/she”, and *insert* “they”.
- 1.4. At Rule 7(4)(d)(i), *delete* “his/her”, and *insert* “their”.
- 1.5. At Rule 7(4)(d)(iii), *delete* “his/her”, and *insert* “their”.
- 1.6. At Rule 13(12)(d), *delete* “his/her”, and *insert* “their”.
- 1.7. At Rule 14(2), *delete* “he ceases”, and *insert* “they cease”.
- 1.8. At Rule 14(8), *delete* “he or she belongs”, and *insert* “they belong”.
- 1.9. At Rule 26(4):
delete “him/herself”, and *insert* “the National Returning Officer”; and
delete “him/her” and *insert* “them”.
- 1.10. At Rule 27(4)(c)(1), *delete* “his”, and *insert* “their”.
- 1.11. At Rule 54(10)(d), *delete* “his/her”, and *insert* “their”.
- 1.12. At Rule 66, paragraph 2, *delete* “his or her”, and *insert* “their”.
- 1.13. At Rule 82(1)(c), *delete* “his or her”, and *insert* “their”.
- 1.14. At Rule 82(3), *delete* “his or her”, and *insert* “their”.
- 1.15. At Rule 90(1)(n)(iii), *delete* “his or her”, and *insert* “their”

2. Registered Offices

In the UFUA National Rules, it makes mention of the registered offices of each of the Branch of the Union. In the case of three of these branches, the addresses reflected in the rules are incorrect and are rectified by way of the following rule change.

Full Text of Rule Change

2.1. At Rule 2(2), *delete* words and *insert*:

(2) “Associated Body” means:-

New South Wales Fire Brigade Employees Union, an industrial union of employees registered under the Industrial Arbitration Act 1940 as amended (NSW); 267 Sussex Street, Sydney, 2000;

United Firefighters' Union, Victorian Branch, an unincorporated association of firefighting employees; 408-410 Brunswick Street, Fitzroy, 3065;

United Firefighters' Union of Australia, Union of Employees, Queensland, an industrial union of employees registered under the Conciliation and Arbitration Act 1961 as amended (Qld); Level 3 T&LC Building, 16 Peel Street, South Brisbane, 4101;

United Firefighters Union of South Australia Incorporated, an association of employees registered under the Industrial Conciliation and Arbitration Act 1972 as amended (S.A.), 148 South Road, Torrensville, 5031;

The West Australian Fire Brigade Employees' Industrial Union of Workers, an industrial union of employees registered under the Industrial Arbitration Act 1979 as amended (W.A.); 21 View Street, North Perth, 6006; and

United Firefighters' Union (Tasmanian Branch) an unincorporated association of firefighting employees; 265 Macquarie Street, Hobart, 7000.

2.2. At Rule 9(2)(b), *delete* words and *insert*:

(b) Victorian Branch
408-410 Brunswick Street,
FITZROY VIC 3065

2.3. At Rule 9(2)(e), *delete* words and *insert*:

(e) West Australian Branch
21 View Street
NORTH PERTH W.A. 6006

2.4. At Rule 9(2)(f), *delete* words and *insert*:

(f) Tasmanian Branch
265 Macquarie Street
HOBART 7000

2.5. At Rule 9(2)(g), *delete* words and *insert*:

(g) Australian Capital Territory Branch,
15a, 71 Leichardt Street
KINGSTON ACT 2604

2.6. At Rule 9(2)(h), *delete* words and *insert*:

(h) Aviation Branch
PO 187
GREENACRES SA 5086

3. Duties of Members

This motion sets out a series of duties that members and all officials bound by the rules of the union shall uphold. This includes obligations concerning what is acceptable conduct by a member of the Union.

Full Text of Rule Change

3.1. After Rule 7A, *insert*:

7B – DUTIES OF MEMBERS

- (1) A member of the Union shall not, knowingly or intentionally:
 - (a) contravene or fail to observe any of the Rules of the Union;
 - (b) contravene or fail to observe any lawful resolution of the governing bodies of the Union;
 - (c) give false or misleading information to the Union on any matter relating to the objects or activities of the Union;
 - (d) divulge any of the confidential business of the Union to someone not entitled to know such information;
 - (e) obstruct the Union or its governing bodies or its officials or committees in the performance of their functions under the Rules;
 - (f) defraud or attempt to defraud the Union;
 - (g) misappropriate any property of the Union;
 - (h) make a false or vexatious charge against a fellow member;
 - (i) insult or behave in an offensive manner towards any office bearer or employee of the Union who is acting in the course of his/her duties;
 - (j) contravene the terms of the Act, or of any applicable industrial Award or Agreement; or enter into or attempt to enter into any agreement with any employer or an employee thereof contrary to the provisions of an applicable Award or Agreement;
 - (k) fail, without reasonable excuse, to attend any meeting of the governing bodies or committees of the Union when summoned by such a body;
 - (l) fail to, within 7 days or prior to any union meeting the member intends to attend in person or through their bargaining representative, whichever is sooner:
 - (i) notify the Union if they appoint any person or entity other than the Union as their representative in negotiations or bargaining for an industrial agreement; and
 - (ii) notify the Union if they are appointed as a representative in negotiations or bargaining for an industrial agreement.

4. Referencing

The UFUA Rules currently includes several incorrect references that are based on superseded industrial legislation. The below rule change corrects these references. This includes removing Rule 45(1), to ensure consistency with the RO Act.

Full Text of Rule Change

- 4.1. At Rule 13(16), *delete* “Regulation 136 of the Regulations”, and *insert* “Regulation 12 of the RO Regulations”.
- 4.2. At Rule 13(19)(a), *delete* “Chapter 8 of the RO Act”, and *insert* “Part 8 of the RO Act”.
- 4.3. At Rule 18(3), *delete* “Regulation 136 of the Regulations”, and *insert* “Regulation 12 of the RO Regulations”.
- 4.4. At Rule 19(26), *delete* “Section 290 of the Act”, and *insert* “Section 177 of the RO Act”.
- 4.5. At Rule 19(27), *delete* “Regulation 136 of the Regulations”, and *insert* “Regulation 12 of the RO Regulations”.
- 4.6. At Rule 27(4)(b), *delete* “Schedule 1B of the Workplace Relations Act 1996”, and *insert* “RO Act and RO Regulations”.
- 4.7. *Delete* Rule 45(1) and renumber Rule 45(2) as 45(1).
- 4.8. At Rule 47(1), *delete* “Industrial Relations Act 1988”, and *insert* “RO Act”.
- 4.9. At Rule 54(12), *delete* “Regulation 136 of the Regulations”, and *insert* “Regulation 12 of the RO Regulations”.
- 4.10. At Rule 62(4), *delete* “Regulation 136 of the Regulations”, and *insert* “Regulation 12 of the RO Regulations”.
- 4.11. At Rule 64(1)(gg), *delete* “Section 290 of the Act”, and *insert* “Section 177 of the RO Act”.
- 4.12. At Rule 64(1)(hh), *delete* “Regulation 136 of the Regulations”, and *insert* “Regulation 12 of the RO Regulations”.
- 4.13. At Rule 90(25)(a), *delete* “Section 154C of the Fair Work (Registered Organisations) Act 2009”, and *insert* “Division 4, Part 2A - Training in relation to financial duties of the RO Act”.

5. Aboriginal & Torres Strait Islander Representation

Consistent with the National framework on engagement with Aboriginal and Torres Strait Islander Peoples adopted at NCOM in 2022, this rule change provides for specific recognition Aboriginal & Torres Strait Islander members. This Rule Change inserts a provision in the UFUA Rules to allow for Branches to establish a position on their BCOM, for the purposes of representing Aboriginal and Torres Strait Islander members of the Union.

Full Text of Rule Change

5.1. After Rule 2(4), paragraph 2, insert:

“Aboriginal and Torres Strait islander member” means a member who is Aboriginal or Torres Strait Islander descent, is accepted as an Aboriginal or Torres Strait Islander person by their community and has identified themselves to the Union as an Aboriginal or Torres Strait Islander person.

5.2. After Rule 5(42), *insert*:

- (43) to engage with Aboriginal and Torres Strait Islander peoples and communities in partnership to further the pursuit of restorative justice, cultural advancement and reconciliation, with a specific focus on firefighting as a positive influence.

5.3. At Rule 54(13), after “...accordance with Rule 86”, *insert*:

- (13) Including to provide for specific representation of Aboriginal and Torres Strait Islander members on the Branch Committee of Management, subject to the provisions of the Act.

6. Disbanding Branches

The below Rule Change inserts a new Rule into the UFUA Rules which sets out the process of disbanding a Branch, based on specific conditions. This rule change follows a request from NCOM that “advice be obtained as to how to “park” the [Queensland and NSW] Branches for future reactivation when considered appropriate by NCOM”. The UFUA has since conferred with counsel and the Fair Work Commission and have developed the proposed Rule 88A that will codify the approach to be taken by NCOM.

Full Text of Rule Change

6.1. After Rule 88, insert:

88A – DISBANDING A BRANCH

- (1) The National Committee of Management has specific power to disband any Branch:
 - (a) Where the Branch is unfinancial in accordance with Rule 2(4), and remains unfinancial for a further three quarters; or
 - (b) where the Branch Committee of Management of a Branch resolves to request National Committee of Management to disband the Branch and exercise its powers to attach Affected Members to another Branch as determined via a Plebiscite of Affected Members conducted in accordance with Rule 75.
- (2) If the National Committee of Management acts in accordance with sub-rule (1), it must attach any Affected Members to another Branch as determined via a Plebiscite of Affected Members conducted in accordance with Rule 75.
- (3) If the National Committee of Management acts in accordance with sub-rule (2):
 - (a) the Affected Members become Members of the other Branch for the purposes of the Rules;
 - (b) the funds and property of the disbanded Branch must be transferred to the other Branch;
 - (c) the liabilities of the disbanded Branch are to be paid for from the funds and property of the disbanded Branch;
 - (d) where the liabilities of the disbanded Branch exceed the value of its funds and property, the excess liabilities are to become liabilities of the Union.
 - (e) the National Committee of Management must temporarily increase the number of persons who are members of the Branch Committee of Management of the other Branch until the next ordinary election in the other Branch in the following way:
 - (i) A number of additional members of the Branch Committee of Management must be determined having regard to the relative number of Affected Members compared with the number of Members of the other Branch;
 - (ii) Pending an by-election for the additional members of the Branch Committee of Management, National Committee of Management may appoint temporary additional members of the Branch Committee of Management from the Affected Members, until the completion of an by-election;

- (iii) The additional members of the Branch Committee of Management must be elected by and from the Affected Members in accordance with rule 70; and
- (iv) The additional members of the Branch Committee of Management shall hold office until the declaration of the result in an by-election held in the other Branch, with such election to be held as soon as practicable and commence no later than six months after the Branch has been disbanded.
- (v) The additional members of the Branch Committee of Management:
 - (A) will continue in the other Branch notwithstanding the disbanding of the Branch; and
 - (B) notwithstanding subrule 88A(3)(e)(iv), shall be the subject of election in an ordinary election in accordance with Rule 70.
- (f) National Committee of Management may alter the name of the other Branch to include an appropriate description of the disbanded Branch; and
- (g) National Committee of Management must increase the number of persons who are National Delegates of the other Branch until the next ordinary election in the other Branch in the following way:
 - (i) Any number of additional National Committee of Management Delegates must be determined having regard to the formula set out in Rule 12(2); and
 - (ii) The additional National Committee of Management Delegate(s) shall be appointed having regard to the process set out at Sub-rule 12(A).
- (4) No action taken by National Committee of Management in accordance with sub-rule (1) affects the Membership rights of Affected Members.
- (5) In this rule, “Affected Members” means the group of Members who were enrolled in a Branch immediately before it was disbanded in accordance with sub-rule (1).
- (6) The National Committee of Management may re-establish a Branch in any area where it has previously disbanded a Branch where it is satisfied that a Branch could operate in an appropriate, effective and stable manner for the benefit of UFUA members.
- (7) If the disbanded Branch is re-established:
 - (a) the original Branch rules for the disbanded Branch apply;
 - (b) The National Committee of Management may make temporary appointments to the offices set out in the Branch rules until the declaration of the election of persons to those offices;
 - (c) Any members appointed to the Branch Committee of Management pursuant to sub-rule (b) above shall hold office until the declaration of the result in an election held in the re-established Branch, with such election to be held as soon as practicable and commence no later than six months after the Branch has been re-established;
- (8) For the avoidance of doubt, where the National Committee of Management disbands a Branch:
 - (a) all Branch offices cease from the time the Branch has been disbanded;
 - (b) all Branch delegates to the National Committee of Management will cease to be a delegate from the time the Branch has been disbanded;

- (c) the Secretary of the disbanded Branch will cease to hold office on the National Executive from the time the Branch has been disbanded; and
- (d) the Branch rules will cease to have effect from the time the Branch has been disbanded.

6.2. After Rule 13(19), insert New Rule 13(20)

- (20) It shall have the power to disband and to re-establish Branches in accordance with rule 88A.

-

Authorised by Greg McConville, Acting National Secretary, United Firefighters Union of Australia, Canberra.