

Queensland Professional Firefighters' Union, Industrial Union of Employees

Certificate of Election

The Queensland Industrial Registrar issued a Decision, pursuant to the *Industrial Relations Act 2016*, on 1 August 2025 that the Electoral Commission of Queensland (ECQ) conduct an election for the Queensland Professional Firefighters' Union, Industrial Union of Employees for the following positions:

Office	No. of Positions
State President	1
State Senior Vice President	1
State Junior Vice President	1
State Secretary	1
Assistant State Secretary	1
State Executive Members	3
Cairns Division Officer Delegate.....	1
Cairns Division Firefighter Delegate	1
Townsville Division Officer Delegate	1
Townsville Division Firefighter Delegate	1
Rockhampton Division Officer Delegate	1
Rockhampton Division Firefighter Delegate	1
Maryborough Division Officer Delegate	1
Maryborough Division Firefighter Delegate	1
Toowoomba Division Officer Delegate	1
Toowoomba Division Firefighter Delegate	1
Sunshine Coast Division Officer Delegate	1
Sunshine Coast Division Firefighter Delegate	1
Brisbane Metro Division Officer Delegate	1
Brisbane Metro Division Firefighter Delegate	4
Beenleigh Division Officer Delegate	1
Beenleigh Division Firefighter Delegate.....	3
Auxiliary Firefighter Delegate	1
Fire Communication Officer Delegate.....	1

Table 1 – Positions of office

A Notice of Election and Nomination Form detailing the election arrangements was distributed to members prior to the opening of nominations on Tuesday, 12 August 2025. The timetable for the election was advertised as follows:

- Nominations open at midday on Tuesday, 12 August 2025;
- Nominations close at midday on Tuesday, 9 September 2025;
- Postal Ballot, if required, will open Thursday, 2 October 2025;
- Ballot to close at midday on Thursday, 30 October 2025.

Nominations

Nomination forms were received by the following:

Office	No. of Positions	Nominees
Executive		
State President	1	MANTGARIS, Billy MCLEAN, Wayne
State Senior Vice President	1	CHALMERS, Peter DRAPER, Peter MANTGARIS, Billy WULFF, Sean
State Junior Vice President.....	1	PAFF, Philip WULFF, Sean
State Secretary	1	OLIVER, John
Assistant State Secretary.....	1	MALLEY, Shane

Office	No. of Positions	Nominees
State Executive Members	3	ASHBY, Brendon BARNES, James DRAPER, Peter ELLMERS, Jarrod GRAY, Paul MANTGARIS, Billy MCCLUSKEY, Richard PAFF, Philip PRICE, Nathan SCHULZE, Ethan
Delegates		
Cairns Division Officer Delegate	1	O'CONNOR, Shane
Cairns Division Firefighter Delegate	1	MANTGARIS, Billy SCHULZE, Ethan WILLIAMS, Derek
Townsville Division Officer Delegate	1	BRIDGMAN, Wayne
Townsville Division Firefighter Delegate	1	WILSON, Michael
Rockhampton Division Officer Delegate	1	<i>No Nomination Received</i>
Rockhampton Division Firefighter Delegate	1	RUTHERFORD, Benjamin THOMAS, Gavin
Maryborough Division Officer Delegate	1	MCCLOSKEY, Jason SAILOR, Trent
Maryborough Division Firefighter Delegate	1	ST LEDGER, Mark
Toowoomba Division Officer Delegate	1	HADDOW, Mark
Toowoomba Division Firefighter Delegate	1	PRICE, Nathan
Sunshine Coast Division Officer Delegate	1	MARTIN, Scott

Office	No. of Positions	Nominees
Sunshine Coast Division Firefighter Delegate	1	<i>No Nomination Received</i>
Brisbane Metro Division Officer Delegate.....	1	BARNES, James MCCLUSKEY, Richard
Brisbane Metro Division Firefighter Delegate	4	ASHBY, Brendon DIGBY, Adam DRAPER, Peter GOODWIN, William MALLEY, Shane MCLEAN, Wayne
Beenleigh Division Officer Delegate.....	1	GRAY, Paul
Beenleigh Division Firefighter Delegate	3	ELLMERS, Jarrod
Auxiliary Firefighter Delegate	1	EAGLETON, John GIGANTE, Brendan
Fire Communication Officer Delegate	1	BROUGHAM, Tristana MAHONEY, Thomas

Table 2 – Summary of Nominations

Withdrawals

In accordance with Schedule 1 Rule 7(d), the ECQ received the following written notices to withdraw nominations:

Nominee	Office
CHALMERS, Peter.....	State Senior Vice President
WULFF, Sean	State Junior Vice President
SCHULZE, Ethan.....	Cairns Division Firefighter Delegate

Following the end of the withdrawal period, the ECQ made enquiries with the Union regarding the eligibility of all nominees. Based on advice received, the ECQ accepted the nominations of all candidates.

Elected to higher office

In accordance with Schedule 1 Rule 10(b), a candidate may only be declared elected to a higher office. The following candidates were elected uncontested into the higher office.

PAFF, Philip State Junior Vice President
MALLEY, Shane Assistant State Secretary

Ballot

The ECQ proceeded to conduct the following elections.

Office	Method of Election
State President	Postal
State Senior Vice President	Postal
State Executive Members	Postal
Cairns Division Firefighter Delegate	Postal
Rockhampton Division Firefighter Delegate	Postal
Maryborough Division Officer Delegate	Postal
Brisbane Metro Division Officer Delegate	Postal
Brisbane Metro Division Firefighter Delegate	Postal
Auxiliary Firefighter Delegate	Postal
Fire Communication Officer Delegate.....	Postal

The ballot opened on Thursday, 2 October 2025 and closed at midday on Thursday, 30 October 2025.

Ballots Issued

3,035 members were eligible to vote.

Ballots Returned

919 declaration envelopes were returned to the ECQ.

2 did not proceed to the vote count as the ballot papers were returned without the declaration envelope.

3 did not proceed to the vote count as the declaration envelope was not signed.

Ballots

The results of the ballots are as follows:

State President *One (1) to be elected*

Formal Papers in count	=	882
Informal papers	=	12
Total papers	=	894

- Each Ballot Paper = 1 vote -

– Results Showing Candidates in Ballot Paper Order –

	Votes	Status
MANTGARIS, Billy	260	
MCCLEAN, Wayne	622	Elected
Formal votes	882	
Informal votes	12	
Total votes	894	

Table 3 – Votes counted for position of State President.

State Senior Vice President *One (1) to be elected*

Formal papers in count	=	897
Informal papers	=	7
Total papers	=	904

- Each Ballot Paper = 1 vote -

– Results Showing Candidates in Ballot Paper Order –

	Votes	Status
DRAPER, Peter	311	
MANTGARIS, Billy	123	
WULFF, Sean	463	Elected
Formal votes	897	
Informal votes	7	
Total votes	904	

Table 4 – Votes counted for position of State Senior Vice President.

STATE EXECUTIVE MEMBERS

- Each Ballot Paper = 3 vote -
– Results Showing Candidates in Ballot Paper Order –

Formal papers in count = 895
Informal papers = 8
Total papers = 903

	First preference votes	Next in order preference votes of 1 st excluded candidate SCHULZ	New totals	Next in order preference votes of 2 nd excluded candidate MANTGARIS	New totals	Next in order preference votes of 3 rd excluded candidate ELLMERS	New totals	Next in order preference votes of 4 th excluded candidate BARNES	New totals	Next in order preference votes of 5 th excluded candidate PRICE	New totals	Status
MANTGARIS, Billy	60	7	67									
ELLMERS, Jarrod	86	2	88	3	91							
GRAY, Paul	104	2	106	4	110	35	145	7	152	12	164	
MCCLUSKEY, Richard	186	9	195	11	206	10	216	27	243	39	282	Elected
PRICE, Nathan	90	11	101	8	109	21	130	9	139			
BARNES, James	91	5	96	10	106	8	114					
ASHBY, Brendon	111	10	121	5	126	11	137	10	147	34	181	Elected
SCHULZE, Ethan	53											
DRAPER, Peter	114	5	119	23	142	4	146	51	197	27	224	Elected
Formal Votes	895		893		890		888		878		851	
Preference distribution		51		64		89		104		112		
Exhausted		2	2	3	5	2	7	10	17	27	44	
Informal votes	8		8		8		8		8	139	8	
Total of preference & exhausted		53		67		91		114				
Total votes	903		903		903		903		903		903	

Table 5 – Votes counted for position of State Executive Members.



Cairns Division Firefighter Delegate

One (1) to be elected

Formal papers in count	=	50
Informal papers	=	0
Total papers	=	50

- Each Ballot Paper = 1 vote -

– Results Showing Candidates in Ballot Paper Order –

	Votes	Status
MANTGARIS, Billy	12	
WILLIAMS, Derek	38	Elected
Formal votes	50	
Informal votes	0	
Total votes	50	

Table 6 – Votes counted for position of Cairns Division Firefighter Delegate.

Rockhampton Division Firefighter Delegate

One (1) to be elected

Formal papers in count	=	41
Informal papers	=	0
Total papers	=	41

- Each Ballot Paper = 1 vote -

– Results Showing Candidates in Ballot Paper Order –

	Votes	Status
RUTHERFORD, Benjamin	29	Elected
THOMAS, Gavin	12	
Formal votes	41	
Informal votes	0	
Total votes	41	

Table 7 – Votes counted for position of Rockhampton Division Firefighter Delegate.



Maryborough Division Officer Delegate

One (1) to be elected

Formal papers in count	=	37
Informal papers	=	1
Total papers	=	38

- Each Ballot Paper = 1 vote -

– Results Showing Candidates in Ballot Paper Order –

	Votes	Status
SAILOR, Trent	14	
MCCLOSKEY, Jason	23	Elected
Formal votes	37	
Informal votes	1	
Total votes	38	

Table 8 – Votes counted for position of Maryborough Division Officer Delegate.

Brisbane Metro Division Officer Delegate

One (1) to be elected

Formal papers in count	=	318
Informal papers	=	0
Total papers	=	318

- Each Ballot Paper = 1 vote -

– Results Showing Candidates in Ballot Paper Order –

	Votes	Status
BARNES, James	127	Elected
MCCLUSKEY, Richard	191	Elected to Higher Office
Formal votes	318	
Informal votes	0	
Total votes	318	

Table 9 – Votes counted for position of Brisbane Metro Division Officer Delegate.



Brisbane Metro Division Firefighter Delegate

Four (4) to be elected

Formal papers in count	=	316
Informal papers	=	0
Total papers	=	316

- Each Ballot Paper = 4 vote –

– Results Showing Candidates in Ballot Paper Order –

	Votes	Status
GOODWIN, William	106	Elected
DRAPER, Peter	55	Elected to Higher Office
ASHBY, Brendon	42	Elected to Higher Office
DIGBY, Adam	52	Elected
MCLEAN, Wayne	61	Elected to Higher Office
Formal votes	316	
Informal votes	0	
Total votes	316	

Table 10 – Votes counted for position of Brisbane Metro Division Firefighter Delegate.

Auxiliary Firefighter Delegate

One (1) to be elected

Formal papers in count	=	79
Informal papers	=	0
Total papers	=	79

- Each Ballot Paper = 1 vote –

– Results Showing Candidates in Ballot Paper Order –

	Votes	Status
EAGLETON, John	34	
GIGANTE, Brendan	45	Elected
Formal votes	79	
Informal votes	0	
Total votes	79	

Table 11 – Votes counted for position of Auxiliary Firefighter Delegate.

Fire Communication Officer Delegate

One (1) to be elected

Formal papers in count	=	47
Informal papers	=	0
Total papers	=	47

- Each Ballot Paper = 1 vote -

– Results Showing Candidates in Ballot Paper Order –

	Votes	Status
BROUGHAM, Tristana	17	
MAHONEY, Thomas	30	Elected
Formal votes	47	
Informal votes	0	
Total votes	47	

Table 11 – Votes counted for position of Fire Communication Officer Delegate.

Declaration

I, Elizabeth Bannell, an officer of the Electoral Commission of Queensland assigned to conduct an election by the Industrial Registrar in Decision RIO 2025/160 issued pursuant to the *Industrial Relations Act 2016*, declare that: -

WAYNE MCLEAN is elected to the office of State President.

SEAN WULFF is elected to the office of State Senior Vice President.

PHILIP PAFF is elected to the office of State Junior Vice President.

JOHN OLIVER is elected to the office of State Secretary.

SHANE MALLEY is elected to the office of Assistant State Secretary.

BRENDON ASHBY, PETER DRAPER and RICHARD MCCLUSKEY are elected to the office of State Executive Members.

SHANE O'CONNOR is elected to the office of Cairns Division Officer Delegate.

DEREK WILLIAMS is elected to the office of Cairns Division Firefighter Delegate.

WAYNE BRIDGMAN is elected to the office of Townsville Division Officer Delegate.

MICHAEL WILSON is elected to the office of Townsville Division Firefighter Delegate.

BENJAMIN RUTHERFORD is elected to the office of Rockhampton Division Firefighter Delegate.

JASON MCCLOSKEY is elected to the office of Maryborough Division Officer Delegate.

MARK ST LEDGER is elected to the office of Maryborough Division Firefighter Delegate.

MARK HADDOW is elected to the office of Toowoomba Division Officer Delegate.

NATHAN PRICE is elected to the office of Toowoomba Division Firefighter Delegate.

SCOTT MARTIN is elected to the office Sunshine Coast Division Officer Delegate.

JAMES BARNES is elected to the office of Brisbane Metro Division Officer Delegate.

ADAM DIGBY and WILLIAM GOODWIN are elected to the office of Brisbane Metro Division Firefighter Delegate.

PAUL GRAY is elected to the office of Beenleigh Division Officer Delegate.

JARROD ELLMERS is elected to the office of Beenleigh Division Firefighter Delegate.

BRENDAN GIGANTE is elected to the office of Auxiliary Firefighter Delegate.

THOMAS MAHONEY is elected to the office of Fire Communication Officer Delegate.

within Queensland Professional Firefighters' Union, Industrial Union of Employees in accordance with the rules of the Industrial Organisation.

Elizabeth Bannell
Returning Officer
04 November 2025

