From: Kym Bancrof[redacted]
Sent: Tue 11/04/2023 11:17:32 PM (UTC)
To: Kate Stuchbury[redacted]
Cc: Cathy Bray[redacted]; Natasha Carstens[redacted]
Subject: RE: For endorsement: CFMEU - 4 April 2023 - Draft response

Thanks Kate

This reads well. No changes from me prior to going to the DG for final approval.

Queensland Government **Kym Bancroft**
Deputy Director-General
Office of Industrial Relations

[redacted]
M: [redacted]
E: [redacted]

From: Kate Stuchbury[redacted]
Sent: Wednesday, 12 April 2023 8:58 AM
To: Kym Bancroft[redacted]
Cc: Cathy Bray[redacted] Natasha Carstens[redacted]
Subject: For endorsement: CFMEU - 4 April 2023 - Draft response

Hi Kym

I made a couple of minor amendments – highlighted yellow.

I didn't include reference to their comment regarding not receiving a response. Was trying to keep high level. We also didn't canvass all the issues raised in their letter.

There are a lot of "Executive Director, Compliance and Field Services" but couldn't see how else to frame.

If you're comfortable I will transition across to letter template. Just need to line up a couple of things before we send.

Dear Mr Ravbar

Thank you for your letter dated 4 April 2023 regarding the proposed triaging process for requests for regulator assistance from construction unions.

Your feedback regarding the proposed changes highlights the importance of working together to design and implement a sustainable and effective process focused on what matters most - keeping Queensland workers safe.

I acknowledge your concerns about our consultation approach and recognise that you did not feel adequately consulted before the temporary process commenced earlier this year.

I appreciate the shift away from having a single point of contact for enquiries continues to present a perceived conflict of objectives, but I can assure you we are working towards the same goal – robust systems and processes that ensure how we manage and respond to work health and safety matters eliminate or reduce risks to workers. I am pleased to hear of your agreement on the proposed way forward and I can confirm we will not look to make any changes to the temporary process introduced in January until extensive stakeholder consultation has been undertaken by the incoming Executive Director, Compliance and Field Services. The temporary process will continue to be overseen by the Senior Officer (Regional Director) of the respective region, with any concerns regarding your experience to be sent through to the Executive Director, Compliance and Field Services.

We are commencing the recruitment process to permanently appoint an Executive Director, Compliance and Field Services as soon as possible. As agreed during our meeting on 28 March 2023, the panel will comprise of a representative from the building industry, a representative from the construction unions, and a state government employee outside the Ministerial portfolio. My office will be sending communications to panel members before the end of the week outlining next steps. I will continue to be the panel chair, noting the Director-General is the final decision maker.

Lastly, in relation to my communications dated 6 March 2023, I can see how the absence of context left the sentiment I was trying to convey open to interpretation. I acknowledge the CFMEU would never intentionally put construction workers at risk, and it was not my intention to insinuate otherwise.

On a separate note, it has come to my attention that footage of Work Health and Safety Inspectors has been posted on the *CFMEU Construction & General QLD/NT* social media account. The posts contain serious allegations of corrupt conduct by Workplace Health and Safety Queensland (WHSQ) officials, eliciting offensive, unsubstantiated comments from followers. Ensuring inspectors can conduct their duties free from hinderance, obstruction or intimidation is fundamental to protecting the health, safety and welfare of all workers at work. If you have concerns regarding the conduct of WHSQ officials, I encourage you to raise these matters through the established complaint management mechanisms available to you.

Regards