

Commission of Inquiry into the CFMEU

and Misconduct in the Construction Industry

Bundle of Documents to
Statement of Andrew Large

AL-1



Deputy Premier
Treasurer
Minister for Aboriginal and Torres Strait Islander Partnerships

Our Ref: 00351-2019

1 William Street
GPO Box 611 Brisbane
Queensland 4001 Australia

ABN 90 856 020 239

- 1 FEB 2019

The Honourable Paul Lucas
Chairperson
Cross River Rail Delivery Authority

Dear Mr Lucas

A handwritten signature in blue ink that reads 'Paul'.

I am writing to you in relation to the application of relevant Queensland Government policies to the procurement of the Cross River Rail Project (CRR).

As you are aware, CRR is Queensland's highest priority infrastructure initiative, and is a once-in-a-generation investment of \$5.4 billion. Compliance with Queensland Government policies is of paramount importance and consideration of approval to award preferred bidder status and execute contracts will hinge on demonstration of this compliance.

In particular, the '*Queensland Procurement Policy 2018 – Best Practice Principles*' (BPP), covers a range of critical matters for the procurement of large projects including Cross River Rail.

The BPP explains the Queensland Government's expectations in relation to workplace health and safety systems and standards, commitment to delivering opportunities for apprentices and trainees, best practice industrial relations, and a demonstrated history of compliance with procurement and other Government policies. In addition, it is expected that agreements reached would include competitive market rates for labour.

On 18 May 2018 the then Under Treasurer wrote to the Cross River Rail Delivery Authority (Delivery Authority) advising of proposed procurement policy amendments, specifically noting that projects above \$100m, including CRR would be required to adopt the BPP as described above.

This policy was finalised in mid-2018 and published on the Department of Housing and Public Works website, which I am advised was during the bid phase of the Project. I am also advised that CRRDA advised bidders accordingly of the BPP.

While the BPP does not specify rates of pay for skilled labour, it sets an expectation that projects above \$100m will implement best practice industrial relations, which ensure a skilled workforce is attracted and retained for the life of the project's delivery.

The Queensland Government considers that the adoption of best practice industrial relations includes bidders engaging modern and progressive industrial practices, including adopting terms of engagement of workers that are such as to enable the attraction of optimal levels of skills and experience, having regard to the significance of the project and competition for workforce resources from other major infrastructure projects, such as the Queens Wharf Development.

Part of what the Government sees as flowing from the adoption of best practice industrial relations is certainty and stability of that quality workforce to see the project through to successful completion with minimal disruption.

It might ordinarily be expected that these aims would be best achieved by project specific enterprise agreements being in place. Such agreements promote best practice industrial relations by facilitating a detailed focus on all aspects of the employment relationship and achieving the goals of the project in a cooperative and productive way. This includes facilitating the adoption of practices to support the implementation of the highest possible levels of health and safety practices, procedures and training.

However, the Government also recognizes that bidders may wish to propose other ways of achieving the desired results. If so, the Government does not intend that proper consideration of such alternatives should not be given in the assessment process.

Comparative examples of previous projects involving tunnelling construction include Legacy Way and the Clem 7 tunnel.

Another important example of competitive rates in the construction market in South East Queensland at the moment is the Queens Wharf project.

These examples in South East Queensland provide guidance in relation to the types of approaches to industrial relations and wages, that the Government considers meet the expectations identified above.

The Delivery Authority has advised that the Project's interactive bid phase was concluded in October with the submission of detailed bids by proponents. As evaluation of these bids is now underway, it is timely to reiterate to you and your Board that during this important phase of the procurement process, compliance with the BPP and its implementation is of utmost importance to the Queensland Government.

You will need to ensure that the Delivery Authority is able to effectively demonstrate steps it has taken to communicate its expectations about compliance with the BPP to the respective bidders during the course of the procurement process. This should include demonstration by the bidders of the extent and manner in which they have engaged with employees and employee representatives for workers on this project. Early engagement with key stakeholders is critical to ensuring the successful delivery of this project, and is consistent with the processes put in place to date.

The Delivery Authority has also advised that it is expecting Queensland Government to consider a submission in relation to preferred contractors for delivery of CRR as early as March 2019.

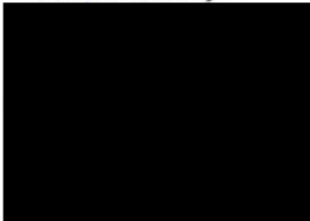
As part of this consideration the Delivery Authority will be required to demonstrate in detail each preferred bidder's compliance with the BPP, as well as meeting the expectations outlined above.

In this context, I note that you have advised that each separate contract (TSD, RIS and ETCS) will have different scopes and variable timing for contract award. The Queensland Government's expectation is that prior to contract award, compliance with the BPP will again need to be suitably demonstrated.

Given the critical importance of compliance with this Queensland Government policy, I trust that you are giving these matters detailed consideration.

If you require any further information, please contact Mr Mark Bellaver, Chief of Staff of my office on [REDACTED]

Yours sincerely



JACKIE TRAD MP
DEPUTY PREMIER
Treasurer
Minister for Aboriginal and Torres Strait Islander Partnerships

Toby Walthall

From: Johnson, Don
Sent: Wednesday, 8 May 2019 12:08 PM
To: Santamaria, Juan; [REDACTED]; Nolan, Andrew
Cc: Large, Andrew; Sanfilippo, Vince; Doug Moss; Johnson, Don
Subject: Cross River Rail Industrial

Gents

Very brief update on CRR industrial meeting this morning.

Attendees: Vince Sanfilippo, Andrew Large, Doug Moss, Iain Ward, plus Union representatives

- We:
- Presented intent for 3 EAs (Tunnel – AWU, Stations AWU & CFMEU, Mechanical and Electrical – AMWU & ETU)
 - Outlined that we were considering issuing bargaining notices

- They:
- Advised they want a single agreement but may concede to two agreements
 - Tunnel – AWU & BTG (CFMEU, ETC, AMWU, CEPI)
 - Balance of job – BTG
 - They want all subbies on project to have same conditions as JV employees. They reckon there's a mechanism to get all subs to sign duplicate agreements
 - Don't want bargaining notices sent and claim they will ignore them

All agreed to meet again this Thursday/Friday.

- Key Points:
1. BTG wants to be included in tunnel
 2. BTG seeking to exclude AWU from station boxes
 3. All subbies to earn same rates re: Project Agreement being pushed
 4. Unions do not want bargaining notices sent

Vince has briefed Matthew Martin-Jones from DA, who is the conduit to Trad's offices.

No action required. FYI only in the event of any communication from Trad's office.

Regards

Don Johnson
EGM - NSW / QLD / Major Projects / Tunnelling



cpbcon.com.au



Large, Andrew

From: Sanfilippo, Vince
Sent: Thursday, 16 May 2019 1:02 PM
To: Santamaria, Juan; Johnson, Don; Jason Spears
Cc: Large, Andrew; Ward, Iain; Doug Moss
Subject: Union Meeting Update

To all,

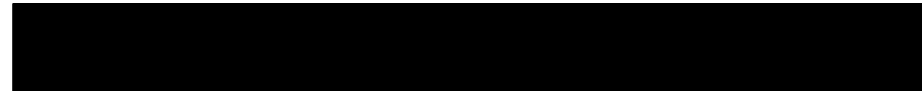
For the purpose of immediate information sharing we have just concluded our meeting with the unions. Key points below:

- Unions present were CFMEU, ETU, CEPU, AMWU, RTBU...(no AWU)
- Their position is as follows:
 - All in project agreement is the only structure they will agree to
 - Project agreement to cover all workers on the project (including subcontractors)
 - The agreement will be as per Queens Wharf
- We pressed our views as follows:
 - The three agreement approach is the right one
 - It covers our employees
 - Subcontractors have their own agreement(s)
- We discussed the cost implications of Subcontractors being adjusted to match a project agreement (eg QW rates). Their view is that we should have known to tender that way.
- The meeting was short, and they advised they will not have another meeting with us until we agree their structure for the agreements
- We again pressed we wanted to continue discussion with multiple unions to progress the way forward...they declined unless it is as per above (their structure)
- Don and Andrew are meeting with Graeme Newton this afternoon, in the interim we have advised the DA of the meeting outcomes.

Will leave it for you gents to advise CIMIC.

Regards

Vince Sanfilippo
General Manager, QLD & PNG



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Toby Walthall

From: Sanfilippo, Vince
Sent: Monday, 27 May 2019 12:37 PM
To: Santamaria, Juan; Jason Spears
Cc: Johnson, Don; Doug Moss; Large, Andrew; Ward, Iain
Subject: Update from CRR Union Meeting

Hi Juan and Jason

This morning Andrew, Iain, Doug and I met with the BTG group (plus RTBU). Suffice to say that it did not go well. Key points below:

- They opened up that they have reviewed their position and wanted to reconfirm it to us:
 - They are maintaining a single project wide agreement
 - They maintain that subcontractors should be paid that (ie parity for direct and subcontract)
 - On Rates and Conditions...they have reviewed the position and **QW rates and conditions are not good enough**
- We put forward the following:
 - We would be willing to proceed on the basis of two agreements...Tunnels and shafts (AWU) and remainder of works (all other unions other than RTBU)
 - We maintained our position on subcontractors
 - We encouraged moving to a point where we are discussing rates and conditions immediately
- The meeting did not go for long as:
 - The CFMEU left the meeting after about 10 minutes
 - The ETU left 5 minutes later
 - We continued the discussion briefly with the AMWU , Plumbers and the RTBU

From the meeting it was clear that we had given ground on the agreement structure but their position, rather than come closer, has pushed away and they upped the anti and have suggest QW rates and conditions are under done. It is evident that they are not willing to engage and this looks likely to continue. This is pushing us into a position where we have to consider issuing bargaining notices to demonstrate that we are trying to meet BPP in the current situation. This will formally establish bargaining and more detailed discussion on Rates and Conditions.

Based on the events of today we believe the way forward is as follows:

- Call the CFMEU tomorrow to try and agree to progress on the 2 agreement approach... and if so book another meeting
- If they don't want to meet we should advise that we will be issuing Bargain Notices to start the formal process
- We would send AWU off first followed by the BTG

Happy to hear your thoughts on any alternative ways forward.

Vince.

Regards Vince Sanfilippo General Manager, QLD & PNG M [REDACTED]

Large, Andrew

From: Johnson, Don
Sent: Friday, 7 June 2019 6:39 AM
To: Graeme Newton
Cc: Large, Andrew; Johnson, Don
Subject: CRR Industrial Relations
Attachments: CRRDA Meeting Pres AL.pptx

Morning Graeme

We attached a draft of a paper detailing matters pertaining to industrial relations on CRR

This may be useful for today's discussion

Please call me prior if any clarification required

Regards

Don Johnson

EGM QLD / NSW /Tunnelling / Mayor Projects

CPB Contractors

M [REDACTED]

Cross River Rail Industrial Relations

Friday 7 June 2019

Objectives

Key Elements

- Establish Industrial instruments that focus on maintaining relationships with relevant Unions while providing terms and conditions that attract and retain employees, as well as, delivering value for money for the State.
- Secure industrial instruments that provide for terms and conditions that are aligned to the scope of work and market.
- Ensuring industrial instruments provide flexibility for operational works throughout weekend, nights and shift works that are market on Infrastructure Projects

Objectives

- Provide a balance between terms and conditions for employees in line with other relevant major tunnelling and rail projects while ensuring value for money for the State. Not just for CRR but for follow on projects ensuring a sustainable market in the future for all parties.
- Select and manage all subcontractors to ensure their own Agreements are code compliance while providing best value for the project including compliance with health, safety, training, environmental and sustainability.
- The delivery of their requirements will be aligned to the Best Practices Principles while complying with Industrial legislation and relevant codes.

Current Engagement

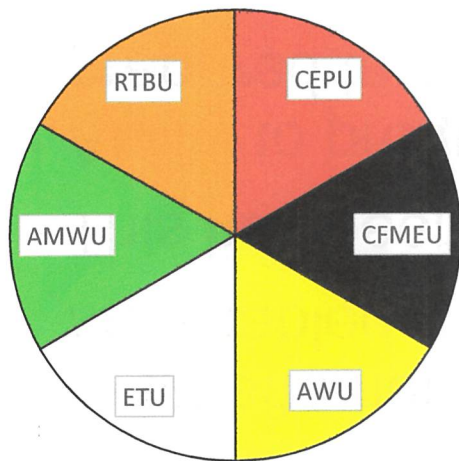
- Since the announcement of Preferred 60 forms of communication and 5 formalised meetings have been held with the relevant unions.
- Level of engagement with the BTG has been dependent on acceptance of their terms:
 1. *One Project Agreement*
 2. *Rates and Conditions (Queens Wharf +)*
 3. *Subcontractor conditions*
- BTG not prepared to negotiate unless as per above
- AWU have been engaging and a formal Bargaining Notice was issued on the 31 May 2019 for a Tunnel & Shaft Agreement only
- Formal bargaining continues with AWU

Current Engagement

- In an attempt to promote “best endeavours” Project Co/RIS have tabled a concession from 3 Agreements to 2 Agreements.
- This has been flatly refused by the BTG
- Ability to progress with consultation is difficult if only one party is prepared to negotiate in “good faith”

Number of Agreements

One Project Agreement

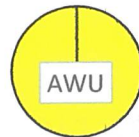


BTG demanding a single Project Agreement

- Never used on Infrastructure projects
- Not aligned to proposed direct wage employment expectations
- Complicated, difficult to negotiate and administer

3# Agreement Option

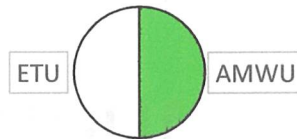
Tunnelling/Shaft



Civil/Structural



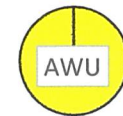
M&E – Tunnel Fit-out Surface Rail



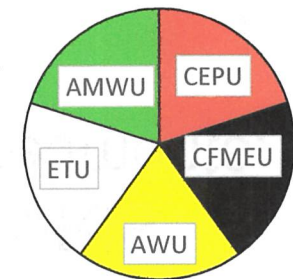
- Traditional Infrastructure approach
- Original position tabled with unions 8/5/19
RTBU – not included as scope relates to rail construction not operations

2# Agreement Option

Tunnelling / Shaft

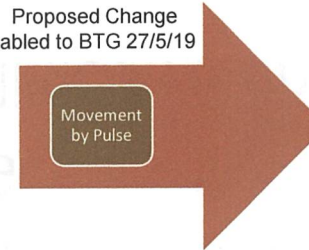


Civil & Remaining Works



- Concession by Pulse – 27/5/19
- Maintains tunnel/shaft scope coverage
- Provides compromised position with all 5 unions for remaining scope
- RTBU – not included as scope relates to construction not operations
- CEPU added to proposal

Proposed Change tabled to BTG 27/5/19



Key Differences between Building & Infrastructure Projects

Outside of the obvious scope differences, there are significant fundamental operational and delivery requirements & constraints between the two All of which can introduce significant variances in Project Cost and Programming

Infrastructure	Building
<ul style="list-style-type: none"> • More stable and long term engagement 	<ul style="list-style-type: none"> • Highly variable time at site (trade based approach)
<ul style="list-style-type: none"> • 24/7 work more typical (tunnelling, special circumstances work, PUP ,Rail possession work etc.) 	<ul style="list-style-type: none"> • Day work only normally Mon-Fri
<ul style="list-style-type: none"> • Regular planned shift work is typical and necessary 	<ul style="list-style-type: none"> • No shift works generally, unplanned & not regular
<ul style="list-style-type: none"> • Clear scope & trade separation (ie tunnel works, tunnel fit-out etc) 	<ul style="list-style-type: none"> • Overlapping trades
<ul style="list-style-type: none"> • Split of direct & subcontract workforce 	<ul style="list-style-type: none"> • Subcontract based workforce normal practice

Queens Wharf EA Complexity

- The Queens Wharf agreement is 123 pages
- In addition to the complexity and depth of content of the EA, it also incorporates 4 Modern Awards-extra 424 pages
- The administration of such a complex document is both burdensome and prone to omission by accident or problematic interpretation and application
- Agreement structure, conditions and rates not aligned to typical major Tunnel Rail Infrastructure projects
- Not relevant as “best practice” for Tunnel Rail Infrastructure work
- Significantly different than previous local Infrastructure Projects like Clem7 or Legacy Way

Queens Wharf EA

The Queens Wharf EA prescribes 26 RDO and the dates to be taken in each year;

- These dates correspond with Public Holidays and form non productive blocks with 8 prescribed RDOs to be taken in conjunction with the 2019 Christmas break and 4 RDO to be taken in conjunction with the 2020 Easter break
- The Queens Wharf EA provides a significant cost disincentive to work on RDO.

In addition to loss of 26 productive work days/year

Financial cost penalties are between 200 -300% loading including a paid day in lieu

- Work on RDO's is subject to written approval by the union;
- Due to the nature of tunnel rail infrastructure projects this limitation is unworkable not precedent
- Potential impact to project completion is a 4 month extension to current timing
- The associated cost implication is a 15-20% increase to industry practice

Practicality of Rail Possessions & RDO's

- Major Rail Possession are scheduled for every Easter and Christmas Period over the next 4 years to minimize disruption to the travelling public.
- The Queens Wharf RDO restrictions and approval regime would significantly limit or even prevent the ability to deliver the works.
- If agreed would add a 300% loading to all works.
- With a significant Financial impact measured in millions of dollars
- Restrictions on working RDO's limits traditional 24 hour continuous operations in Tunnelling and PUP relocation and cut-over works
- Restriction on working RDO's for brownfield rail scope would potentially prevent the delivery of the whole rail works as currently planned.
- Continuous operations, shift work, weekend work and Banking of RDO is both common practice but necessary on Civil and Infrastructure Projects like CRR

Comparative Wage Rates

- Based on a rotating shift basis for a typical tunnel worker the difference currently between current industry bench marks and Queens Wharf is as follows:

Traditional QLD Agreements	\$242,000 / annum
Legacy Way (escalated 3.5% pa)	\$210,000 / annum
Since completion to 2019	
Queens Wharf	\$334,000 / annum
	38% increase compared to other projects in QLD currently

Comparative Wage Rates

- Based on a 56 hours week civil worker:

Legacy Way (escalated 3/5% pa)	\$201,000 / annum
Qld Traditional Agreements	\$180,000 / annum
Queens Wharf	\$256,000 / annum
	increase of up to 40%

Escalation of wage rates

	Queens Wharf	Sydney Metro	Construction Industry Wide Escalation currently 3%
Escalation of wages	5% pa	3% year 1 3.5% pa for the following years	3%

- QW escalation 5%, highest in Australian market – double CPI (2.5%)
- Public Service 2.4% & associated Government entities

Subcontractor Selection Process

- Addressed in IR Management Plan
- Alignment of subcontractors with the Best Practice Principles
- Prequalification and demonstration that subcontractors Agreements are lawful, comply to and reflect size, scope, safety and IR compliance for Major Infrastructure work.
- Continual monitoring of subcontractors for compliance to IR requirements and project specific requirements
- Close out and completion of work prior to final release is audited for IR and project compliance

Subcontractor Impacts

- Subcontractors have their own market competitive EA in place.
- Subcontractors tendered using the rates contained within their EA.
- Any unforeseen escalation will have a negative financial impact upon the subcontractor and the Project.
- Parity with the subcontractors employees who are not on the project will be impacted.
- If the subcontractor adopts the Project rates for future tenders on other projects they will not be competitive.
- Differing employment conditions with the subcontractors workforce will lead to conflict amongst the employees
- Upward pressure and costs to other Queensland Projects and Businesses including residential and commercial building.
- Any suggested imposed transfer of rates and conditions to subcontractors is illegal under the Building Code and Fair Work.

Subcontractor Impacts – currently on Townsville Stadium

- 30-40% increase to existing wages and conditions for subcontractors
- Roofing contractor on TS had an existing EA that covered their business. Now has a EA with the BTG that covers classifications and work that it does not undertake and at significantly higher pay rates.
- Costs to Townsville businesses to employ people after the Project concludes will be negatively impacted.

Subcontractor Selection

If Project Co puts in place or implements any process designed to require or pressure subcontractors on the Project to enter into particular forms of enterprise agreements and/or adopt the terms and conditions of employment utilised by Project Co, then Project Co will breach:

- (a) the Code for the Tendering and Performance of Building Work 2016 (**Code**), potentially resulting in the relevant Consortium member and its associated entities being banned from Federal Government funded construction work;
- (b) the Building and Construction Industry (Improving Productivity) Act 2016 (Cth) (**BCIIP Act**), potentially resulting in the relevant Consortium member incurring penalties of up to \$210,000 per breach;
- (c) the Fair Work Act 2009 (Cth) (**FW Act**), potentially resulting in the relevant Consortium member incurring penalties of up to \$630,000 per breach; and
- (d) the Competition and Consumer Act 2010 (Cth) (**CC Act**), potentially resulting in the relevant Consortium member incurring penalties of up to \$750,000 per breach.

Subcontractor Selection

- Devine and 2 former Managers have been found guilty in the Federal Court of several breaches of the Fair Work Act.
- Decision on 24 May 2019, penalties to be set against Devine and the named Managers.
- Court found:
 - Instructed that a subcontractor should not be used for a particular work package unless they had a CFMEU Agreement; and
 - Refused to allow a subcontractor onto a project as they did not have a CFMEU Agreement

Public Perceptions

The Australian 12:00AM SEPTEMBER 7, 2018

- Carpenters to get \$330,000 for Queensland wharf project

The Courier Mail September 7, 2018

- Queen's Wharf carpenters to earn \$300,000 a year

The Daily Mail UK Wednesday, 7 September 2018

- The best tradie job in Australia: Carpenters will earn \$330,000-a-year to work on billion-dollar high-rise that includes a casino - and they'll even get a \$50 a day travel allowance on days they DON'T work.
They will earn three times more than nurses at Brisbane's Queens Wharf project

The Courier Mail June 26, 2016

- CFMEU site unskilled workers paid more than nurse, engineers and police

Public Perceptions

- Negative media about annual earnings of Project Construction workers especially when compared to nurses, first responders etc.
- Escalation highest in the Australian market - double CPI and Queensland Public Service increases
- Possible pressure on the Public Service 2.4% increase and associated Government entities.
- Government Staff – displeasure of the project
- Employees paid \$50 p/d travel allowance, even when on a RDO including 8 RDO over Christmas and 4 at Easter
- Disparity between workers undertaking the same work but on a different sites in Brisbane.
- High pay with low skill/formal qualification. Negative impact on STEM(Science, Technology & Mathematics) Programs

Public Perceptions

- Superannuation is in excess of 9.5%
- \$255 weekly superannuation allowance paid even if employee works less than one day in a week. No other Queensland worker receives this benefit. More than double that of a nurse or first responder
- All overtime is paid at Double Time
- All shift work paid at Double Time. Award provides for 15%, 30% and 50% shift loading. Queens Wharf provides 400+% loading over Award allowances
- Casual employees receive a weekly 'redundancy' payment of \$110, regardless that they are casual or how many hours they work
- Union delegates paid an additional \$2.39 p/h

Public Perceptions

- Upward wages pressure on local companies who lose existing employees to the project or upward pressure to retain their existing workforce.
- Establishes unrealistic wage expectations in broader market
- Negatively impacts upon existing employer and employee relationships.
- Sets an unsustainable rates/conditions for future works.
- Drive up costs of infrastructure works – potentially 20%
- Program of works may attract workers from outside local area and Queensland.
- Puts upward wages pressure/costs on the other enterprises within SE Queensland
- Financial stress when project finishes to employees who have built a life around the project wages.

Large, Andrew

From: Johnson, Don
Sent: Monday, 10 June 2019 8:44 PM
To: Santamaria, Juan
Cc: Large, Andrew; Johnson, Don
Subject: CRR Industrial

Juan

Largy and myself met with Graeme Newton and David Lynch on Friday

Key points of discussion are:

1. Government (not Development Authority) is pushing for in principle agreement of an industrial instrument before the project passes CBRC (Cabinet Review Committee which contains Premier, Dep Premier and 2 others). CBRC is a pre requisite to financial close
2. A lot of discussion followed on the presentation attached. Key message was that government policy was set and whilst there was apparent (but not stated) Delivery Authority (DA) support for a number of our more philosophical positions, it was government policy with respect best practice that DA needed to deliver. In particular, government was hung up on equal pay for all workers on the project but DA fully accepted the illegality of imposing these same conditions
3. DA put forward a number of scenarios as to how the project may get passed CBRC
 - in principle agreement on 2 agreements
 - in principle agreement on 1 agreement and ability to demonstrate best endeavours on the other
 - no agreements in place and reliance on demonstrating best endeavours on 2 agreements (Least likely to succeed)
 We will need to get assistance to draft a best endeavours document to ensure we pass this test as it will accompany the cabinet submission
4. In the event we are relying on best endeavours to get through CBRC, DA was suggesting we need to tighten up some words we have provided which suggest we would 'aim ' to get agreement before the start of permanent works. DA was suggesting Government would want a stronger statement ie that we commit to an agreement being in place before commencement of permanent works. We explained the difficulty that this effectively made the agreement a critical path item, and therefore the failure to agree by the date permanent works are due to start would mean any delay had an LD delay rate risk profile. We said we couldn't take this but suggested this may give rise to sharing the risk with government to cover any necessary increase to get an agreement over the line. DA again said they have no more money and this wasn't an option. DA would look for stronger definition of what 'Major Permanent Works' is in this drafting. We advised we would consider an opportunity for government risk share here given the idea of a clause that prevented the commencement of construction before an EA was not attractive
5. There was extensive discussion about subcontractors. DA appears aligned on our view that payment of all subcontractors would be illegal. So there was much discussion about how we make it work on our other projects with each subbie bringing their own EA. The action from this is the government will want more rights than current with respect auditing of subcontractors. DA is obtaining clauses from Dept of Works to provide us for consideration
6. The government is releasing the budget for CRR next week. We suggested the government add significant contingency due to the incomplete IR negotiations but DA advised budget was set, it was too late and nothing could be added.
7. DA suggested we provide a document which details how Best Practice Principles (BPP) have made our task more onerous in achieving an EA. ie a back handed compliment to the success of BPP

Graeme Newton called me today after his team has reflected further on the issue of subcontractors. He was exploring how significant the subcontractor hours will be and what type of organisations will be involved. He questioned for example UGL but I was able to advise that they are part of integrated JV and they will be directly employing M&E fitout labour. In any case, I advised we'd come up with some information on potential split of direct and subbie hours, and the trades where the significant subcontractor hours will be.

Graeme also advised that the unions had been pushed by government to get committed to the bargaining process.

DA remains committed to Target Date for financial close of 26 June and a worst case date of mid July.

Further meetings with DA to progress this week. 830am Wednesday and 830am Friday.

Regards

Don Johnson

EGM QLD / NSW / Tunnelling / Major Projects

CPB Contractors

M [REDACTED]

AL-7

From: Jade Ingham <[REDACTED]>
Sent: Wednesday, July 26, 2023 11:37 AM
To: Kevin Mara <[REDACTED]>
Cc: Peter Ong ([REDACTED]) <[REDACTED]>; Gary O'Halloran - PGEU ([REDACTED]) <[REDACTED]>; Rohan Webb ([REDACTED]) <[REDACTED]>; Michael Ravbar <[REDACTED]>
Subject: CRR workers demands

CAUTION

This email originates from outside of your organisation.

Kevin see below as requested:

WITHOUT PREJUDICE

Workers across the various CRR sites have this morning resolved the following:

1. Complete re-set on safety across the project
2. Full time Union delegates/HSRs to be employed on all CRR sites. Workers have lost faith in CPB's ability to manage safety.
3. Complete audit of all sites including but not limited to SWMS reviews, conducted by BTG Union Organisers in conjunction with existing HSR's
4. Full access provided to Union Organisers without restriction, now and for the life of the project
5. Withdrawal of labour until Monday 31 July. Workers will remain in the sheds until the safety audit is complete, and until they are satisfied that all issues have been rectified.
6. Weekly safety meetings to be conducted for the life of the project
7. Turnstiles to be immediately removed from the project. Workers have had a gutful of being treated like prisoners.

Thanks

CFMEU

Construction & General Division
 QLD/NT Divisional Branch



Jade Ingham
 QLD/NT Assistant Secretary



I acknowledge the traditional Aboriginal owners of country throughout Australia and pay my respect to them, their culture and their Elders past, present and future.

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The Delivery Authority is disclosing this information on a confidential basis whereby the party in receipt of the information will not disclose the information and otherwise agrees to treat information on a confidential basis. Where this information is being disclosed to another Queensland government agency, note the information may be of a concern to the Delivery Authority if released under the Right to Information Act 2009 (Qld) (RTI Act) and therefore

triggers the consultation requirements under s.37 of the RTI Act.

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Please consider the environment before printing this email.

Name

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Comment

Size Modified

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3,704

1,420

CROSS RIVER RAIL RESET COMMENCING MONDAY 31ST JULY 2023

EXECUTIVE SUMMARY

Pre-Meeting – HSR's and Key Stakeholders

- HSR's and key stakeholders (Union Organisers, WHSQ & CBGU).
- Agree proposed re-set agenda.
- Agree procedure and sign-off process for Scaffold inspections.

Session 1 – Address the Workforce

- Workforce and all Key Stakeholders (Union Organisers, WHSQ, Subcontractor, Management & CBGU) to attend.
- Introduction, Purpose and Agenda.
- Update on condition of Nation Kouka and Boggo Station Incident.
- Provide information and update on donation status.
- Arrange to commence scaffold inspections and outline procedure and sign-off process for Scaffold inspections.

Session 2 – Scaffold inspections and general site inspections commence

- General scaffold and site inspections to commence.
- Record any compliance observations.

Session 3 – Feedback onsite inspections

- Working groups to provide feedback on any compliance observations to site HSR's.
- Working groups to be established to undertake in-field close out of compliance observations.

Session 4 - SWMS review commence

- Establish activity based working groups to review SWMS.
- Activity based working groups to commence SWMS review.
- Record any required amendments.

Session 5 – SWMS review observations and findings

- Working group spokesperson to provide feedback on findings to site HSR's.
- Update SWMS if required.
- Workforce to be signed onto all updated SWMS.

Session 6 – Staged return to work areas

- Following consultation and feedback progressive return to works areas.
- Work crews are to conduct a final check and to ensure housekeeping and material storage management activities are prioritised.

Ongoing

- Agree process for ongoing consultation and engagement with site HSR's.

CROSS RIVER RAIL SAFETY RESET COMMENCING MONDAY 31ST JULY 2023

Participants: Various Stakeholders (Company management/supervision, workforce, HSRs, Union Organisers and WHSQ)

Activity	Scope
PRE-SESSION HSR MEETING	
HSR Meeting	<p>HSR Meeting</p> <ul style="list-style-type: none"> - Outline this proposed restart agenda (using Executive summary) and seek acceptance from HSR Committee - Seek agreement to focus on scaffold and general site safety inspections and conduct SWMS reviews in parallel - Use scaffold checklist (attached) for confirmation that scaffold is compliant - Scaffold checklist to be signed by an additional Independent Third Party.
SESSION 1 - Address the Workforce	
CBGU Management Address - Incident Outline	<ul style="list-style-type: none"> - Address from a member of CBGU Management - Update on condition of Nation Kouka - Share GoFundMe link/QR code poster - Outline Boggo Incident - Why we are here and how we can benefit from the Safety Re-Set
All Workforce, Contract Reps and Company Owners or Directors	Company Owners or Directors proposed to be present for early morning session only
Outline Safety Reset Proposed Agenda	<ul style="list-style-type: none"> - Table Proposed Agenda - Agenda will have been discussed with HSR prior to this session. - Include request for workforce to table any additional considerations for inclusion - Part of the process is to ensure workforce engagement - Special mention to the commitment to inspect and re-tag all scaffolds onsite and that this is a function that can only be completed by competent personnel - Table the agreement with HSRs that scaffold supervisors/inspection personnel will proceed to work in parallel to commence inspection of access scaffolds in parallel with the SWMS review exercise scheduled for the majority of the work groups
Gryphon Psychology	<ul style="list-style-type: none"> - Gryphon Psychology representative to address the group - Small introductory piece on availability. Here and available to talk. Doesn't necessarily have to be in relation to the events of the last week. Also provide contact details and other relevant materials.
Nominate Work Groups for Re-set continuation after break	- Work groups to be already outlined and available in copy to share among the working groups as relevant to their site.
BREAK	
SESSION 2 - Scaffold inspections and general site inspections commence	
Commence Site Inspections	Inspection teams to be available in copy together with copies of the observation checklists housekeeping. Access/egress checklists to be completed first (Checklist 17) , followed by respective checklist for task, i.e. Safety Essential Working at Heights (Checklist 29)
Conclude Site Inspections	- Teams to return site inspection checklists to a central area
SESSION 3 - Feedback from onsite inspections	
Presentation of observations/learnings	<ul style="list-style-type: none"> - A spokesperson from each group to present findings - Findings should be classified into category of Immediate and Not Immediate risk to Safety - Risks to Safety to be addressed and rectification groups assigned
Workforce to sign onto all updated SWMS	
BREAK	

CROSS RIVER RAIL SAFETY RESET COMMENCING MONDAY 31ST JULY 2023

Participants: Various Stakeholders (Company management/supervision, workforce, HSRs, Union Organisers and WHSQ)

Activity	Scope
SESSION 4 - SWMS REVIEW commence	
Work Groups Established	As communicated before the end of Session 1 - Communicate to working groups that a member of the team will be asked to present any findings from the exercise. Items such as new information that was learned, any improvements, etc.
Tasked to: - Review respective SWMS - Identify High Risk Tasks within respective SWMS and what controls need to be put in place - Confirm planning and availability of any resource that is needed to ensure	- Safety Essentials on hand to reference and enable consideration of key points into respective SWMS - Groups to have butcher's paper and markers on hand to mark-up - Set up a Safety Essentials / Advice Station where personnel can come to seek clarification on items that may be presented within a Safety Essentials Document
BREAK	
SESSION 5 - SWMS review observations and findings	
Presentation of Findings	- Each group to have a spokesperson to present to a wider group on any changes identified within respective SWMS; - Spokesperson to communicate any differences on what can be or has been changed to ensure the SWMS is reflective of the works to be done and addressing the High Risk works involved in the task
BREAK	
SESSION 6 – Staged return to work areas	
Staged Return to Work Areas	- Following consultation and feedback progressive return to work will occur. - Work crews, prior to any productivity-based work commencing, the work crews are to conduct a final check and to ensure housekeeping and material storage management activities are prioritised.
Ongoing Consultation and HSR's	
	Agree process for ongoing consultation and engagement with HSR's

[REDACTED]

From: Johnson, Don <[REDACTED]>
[REDACTED] <[REDACTED]>
Sent: Sunday, 13 August 2023 3:29 PM
To: Large, Andrew
Cc: Johnson, Don
Subject: HSRs
Attachments: Day Shift - Boggo Road and South Portal - Trent Broadhurst; Night Shift - Albert Lot 1, Lot 2 and Lot 3 - Sean Korostovetz; Night Shift - Gabba - Ryan Rowley

Largy

This is the first of the CVs coming through for HSRs roles

Would be good to move quickly to keep the momentum rolling

Let's chat Monday regarding the establishment of some rules re recruitment, conduct on site and where I got to with HSR numbers

Regards

Don Johnson
COO & EGM - NSW / Major Projects / Tunnelling



Level 18, 177 Pacific Highway, North Sydney, NSW 2060, Australia

[REDACTED]

cpbcon.com.au [cpbcon.com.au]



From: Leanne Butkus <[REDACTED]>
Sent: Friday, 11 August 2023 4:04 PM
To: Johnson, Don
Cc: Jade Ingham
Subject: Day Shift - Boggo Road and South Portal - Trent Broadhurst
Attachments: Trent Broadhurst Resume 23.pdf

CAUTION: This email originated from outside of the Organisation.

Dear Don,

Please find attached Resume for Trent Broadhurst as discussed with Jade Ingham .

CFMEU

Construction & General Division
QLD/NT Divisional Branch



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au.mimecast.com\]](http://[protect-
au.mimecast.com])



Leanne Butkus
Office Manager



T [REDACTED]

F [REDACTED]

[REDACTED]

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TRENT BROADHURST RESUME

Phone: [REDACTED]

Email: [REDACTED]

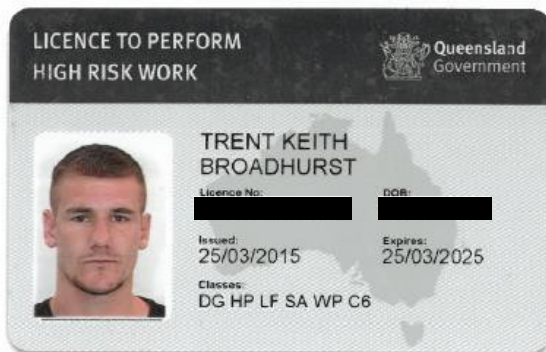
SUMMARY

To obtain a secure position that utilises my strong communication and organisational skills in the area of safety, legislation and best practice with a modern company that is increasingly setting standards for future growth.

High practical experience in the construction industry for over 22 years with primary skill is the leadership and safety in scaffolding companies.

TICKETS & LICENCES

- 🔍 Adv Scaff Licence
- 🔍 Forklift Licence
- 🔍 EWP Licence
- 🔍 Hoist Licence
- 🔍 C6 Licence
- 🔍 DG Licence



WORK HISTORY

Oct 2022- Current

- 🔍 Health and Safety Representative
 - CFMEU/ Hutchinson Builders

Jul 2022- Oct 2022

- 🔍 Dogman
 - Dowells

Apr 2020- June 2022 :

- 🔍 HSEQ/HR Manager
 - Cava Scaffolding

Apr 2020- Aug 2021:

- 🔍 HSEQ Manager

TRENT BROADHURST RESUME

- Cava Contracting

Jul 2019- Current:

- ☑ Trainer/Assessor
 - CSTC Pty Ltd

2018- Jul 2019:

- ☑ Site Supervisor
 - On Point Scaffolding

2016- 2018:

- ☑ Health and Safety Advisor /Return to Work Coordinator/ Scaffolder
 - DB Scaffold and Rigging

2015:

- ☑ Health and Safety Advisor/ Scaffolder
 - DB Scaffold and Rigging

2014:

- ☑ Onsite HSR/ Scaffolder
 - DB Scaffold and Rigging

2013:

- ☑ Intermediate Scaffolder
 - TJM Scaffolding

2012:

- ☑ Intermediate Scaffolder
 - TJM Scaffolding

2011:

- ☑ Intermediate Scaffolder
 - TJM Scaffolding

Key Responsibilities

- HSE Lead Communications to all staff
- Development/Management of WHS Systems
- Developing WHS SWMS
- Hazard Identification, Risk Assessment, Control of Risk and Evaluation: (4801)
- Safety management system audits and evaluation
- Subcontractor evaluations
- Project risk assessment
- Site Inspections
- Incident Investigations
- Consultation with industry regulators regarding WHS compliance
- Development and delivery and evaluation

TRENT BROADHURST RESUME

- AS/NZS ISO 9001, 14001, 4801 Compliance
- Consultation prestart and toolbox meetings
- Training and induction course development
- Supervision of high risk work activity
- Restricted space entry permitting and supervision
- Development of Construction Evacuation & Emergency Response Plans
- Work at Heights permitting and supervision

Key Responsibilities CSTC

- ☐ Preparation of training and assessment resources prior to the commencement of scheduled delivery.
- ☐ Provide an introduction to CSTC at the beginning of every class, including a brief history of CSTC. Provide information about personal working background and industry experience. Highlight the relevant sections of the CSTC Policy and Procedure Manual, especially regarding site safety.
- ☐ Deliver theoretical and practical training for the purpose of imparting knowledge and conduct assessment to determine competency.
- ☐ Provide correct supervision to all clients to ensure that they behave in a safe and appropriate manner.
- ☐ Mark examinations and record outcomes as required.
- ☐ Report accurately and in a timely manner all course information to the administration. Travel to and from any destination as requested and by agreement to provide a service to the clients of CSTC.
- ☐ Check information from the Office of Queensland Parliamentary Counsel to ensure currency of legislation.
- ☐ Advise Resource Development Team of any changes to legislation and submit IOR.
- ☐ Develop lesson plans, practical and theoretical exams, course delivery and training materials and assessment instruments as required. Participate in moderation, validation and course review exercises as required.
- ☐ To monitor the Human Resources needs of CSTC Pty Ltd and to gain approval for any necessary recruitment or changes via providing the General Manager with a business case/needs analysis. To facilitator the recruitment or deployment of any personnel as required.
- ☐ Develop policies and procedures for Human Resources as necessary and when required implement across the business
- ☐ Review and continually improve the RTO activities, programs and service delivery, ensuring that they remains current and underpins effective operations and high levels of quality and service.
- ☐ Identify problems and recommend possible solutions for the management system in training and assessment processes.
- ☐ Regularly keep contact and open dialogue with the Quality Manager.
- ☐ Regularly keep contact and open dialogue with the Finance Manager.
- ☐ Regularly keep contact and open dialogue with the Training Manager.
- ☐ Regularly keep contact and open dialogue with the General Manager.
- ☐ Identify problems and recommend possible solutions for the management system in training and assessment processes.
- ☐ Assist with the maintenance, cleanliness and ordering of practical resources of CSTC training centre as required.
- ☐ Maintain condition of physical construction equipment

TRENT BROADHURST RESUME

- ☐ HSE Lead Communications to all staff
- ☐ Development/Management of WHS Systems
- ☐ Developing WHS SWMS
- ☐ Hazard Identification, Risk Assessment, Control of Risk and Evaluation: (4801)
- ☐ Safety management system audits and evaluation
- ☐ Project risk assessment
- ☐ Site Inspections
- ☐ Incident Investigations
- ☐ Consultation with industry regulators regarding WHS compliance
- ☐ Development and delivery and evaluation
- ☐ Consultation prestart and toolbox meetings
- ☐ Supervision of high risk work activity

EDUCATION

- Diploma WHS
- Certificate IV WHS
- Certificate IV Training and Assessment
- Certificate III Scaffolding
- Certificate II Horticulture
- Certificate I Construction
- Safety Representative
- First Aid
- Manual Handling
- Return to Work/ Rehabilitation
- Lead Team Effectiveness
- Participate in Environmentally Sustainable Practices
- Roller
- Excavator
- Telehandler
- Confined Space
- Safe work at Height
- Communicate Information
- Apply Risk Management
- Load and Unload



Diploma

This is to certify that

Trent Broadhurst

has fulfilled the requirements for

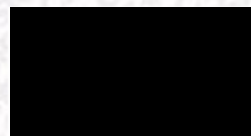
BSB51315

Diploma of Work Health and Safety

Date: 29-Jun-16



National Provider No. 0699



Gregory Simcoe
Director



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TRAINING

www.cstc.org.au
PO Box 51
Moorooka QLD 4105
Ph: +61 7 3373 8888
Fax: +61 7 3373 8899

Doc ID: CERT-1923934-3437456



Certificate

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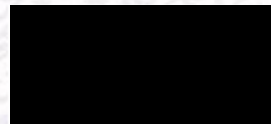
Trent Broadhurst

has fulfilled the requirements for

BSB41415

Certificate IV in Work Health and Safety

Date: 27-Sep-17



Gregory Simcoe
Director



Doc ID: CERT-1823934-5224524

National Provider No: 0699 | PO BOX 51 Moorooka 4105 | +61 7 3373 8888 | www.cstc.org.au



Certificate

This is to certify that

Trent Broadhurst

has fulfilled the requirements for

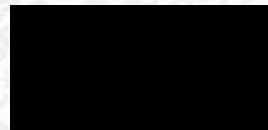
TAE40110

Certificate IV in Training and Assessment

Date: 14-Aug-17



National Provider No. 0099



Gregory Simcoe
Director



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PO Box 51
Moorooka QLD 4105
Ph: +61 7 3373 8888
Fax: +61 7 3373 8899

Doc ID: CERT-1823934-2809789



Statement of Attainment

A Statement of Attainment is issued by a Registered Training Organisation when an individual has completed one or more accredited units

This is a statement that

Trent Broadhurst
has attained

BSBWHS407 Assist with claims management, rehabilitation and return-to-work programs

Issued:
14th June 2016

OHSA Occupational Health
Services Australia
National Provider No: 31097
Statement No: 26538
Student No: OHSA 21808

Simon Phillips
Managing Director





Statement of Attainment

A Statement of Attainment is issued by a Registered Training Organisation when an individual has completed one or more accredited units

This is a statement that

Trent Broadhurst

has attained

BSBLDR403 Lead team effectiveness

This competency forms part of

CPC40110

Certificate IV in Building and Construction (Building)

Date: 26-Jul-19



Gregory Simcoe
Director

Doc ID: SOA-1823834-5234269



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Certificate

This is to certify that

Trent Broadhurst

has fulfilled the requirements for

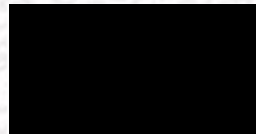
CPC30911

Certificate III in Scaffolding

Date: 11-Sep-17



National Provider No. 0699



Gregory Simcoe
Director



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Ph: +61 7 3373 8888
Fax: +61 7 3373 8899

Doc ID: CERT-1823934-2932172



Statement of Attainment

A Statement of Attainment is issued by a Registered Training Organisation when an individual has completed one or more accredited units

This is a statement that

Trent Broadhurst

has attained

TLID1001 Shift materials safely using manual handling methods

This competency forms part of

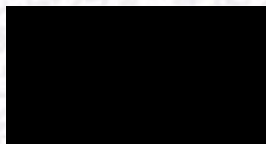
RII20113

Certificate II in Resources and Infrastructure Work Preparation

Date: 30-May-16



National Provider No. 0699



Gregory Simcoe
Director



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Doc ID: SOA-1823934-2251-2659620



Workplace Health and Safety
Queensland

**Health and Safety Representative
Training Course**

Recertification

This is to certify that

Trent Broadhurst

has fulfilled all the requirements for the

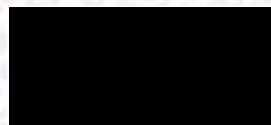
**Health and Safety Representative Refresher
Training**

on

28 July 2022

Trainer: Reginald Christie

Date of Issue: 2 August 2022



Gregory Simcoe
Director

*CSTC Pty Ltd is approved by Workplace Health and Safety Queensland to
deliver this Health and Safety Representative Course in Queensland.*

Doc ID: SA-1823934-8796502

National Provider No: 0699 | PO Box 51 Moorooka 4105 | +61 7 3373 8888 | www.cstc.org.au



Statement of Attainment

A Statement of Attainment is issued by a Registered Training Organisation when an individual has completed one or more accredited units

This is a statement that

Trent Broadhurst

has attained

HLTAID001 Provide cardiopulmonary resuscitation

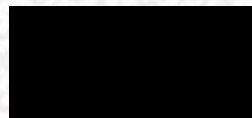
HLTAID003 Provide first aid

This competency forms part of

RII20115

Certificate II in Resources and Infrastructure Work Preparation

Date: 4-Feb-21



Gregory Simcoe
Director



Doc ID: SOA-1823934-7123026



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Statement of Attainment

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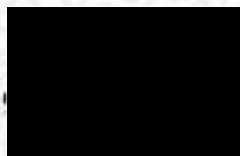
Trent Broadhurst

has attained

Unit of Competency Code	Unit of Competency Name	Outcome	Completion Date
HLTAID009	Provide cardiopulmonary resuscitation	C	27/02/2023



Date of Issue: 7 March 2023



Gregory Simcoe
Director



Outcome Legend

- C - Competent
- CT - Credit Transfer
- RPL-G - Recognition of Prior Learning-Granted



Doc ID: SOA-1823934-8927485

National Provider No: 0699 | PO Box 51 Moorooka 4105 | +61 7 3373 8888 | www.cstc.org.au

From: Leanne Butkus <[REDACTED]>
Sent: Friday, 11 August 2023 3:56 PM
To: Johnson, Don
Cc: Jade Ingham
Subject: Night Shift - Albert Lot 1, Lot 2 and Lot 3 - Sean Korostovetz
Attachments: Sean Korostovetz Resume.pdf

CAUTION: This email originated from outside of the Organisation.

Dear Don,

Please find attached Resume for Sean Korostovetz as discussed with Jade Ingham.

CFMEU

Construction & General Division
QLD/NT Divisional Branch

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au.mimecast.com])

Leanne Butkus
Office Manager

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

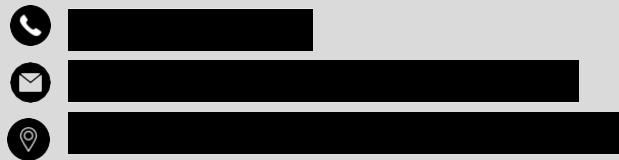


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Sean Korostovetz



Experience

2016-current	Health and Safety Representative Specialised Concrete Pumping
2016 - current	Concrete Pump Operator Specialised Concrete Pumping
2012-2016	Concrete Pump Operator PumpCorp
2010-2011	Concrete Pump Operator Brisbane Concrete Pumping

Major Projects

Queens Wharf (Multiplex)
West Village (Hutchinsons)
Sky Tower (Hutchinsons)
1 Williams Street (Multiplex)
Airport Link Tunnel (Thiess - John Holland)

Certifications

Licence to Perform High Risk Work
- PB Concrete Placing Boom Vehicle
- LF Forklift Truck
General Safety Induction
Work Safely at Heights
Operate Elevator Work Platform (under 11 metres)
Respirator Fit Test
Health and Safety Representative Training Course
Asbestos Identification and Awareness

Reference

Jason Rutkowski Manging Director
Specialised Concrete Pumping
[Redacted]

From: Leanne Butkus <[REDACTED]>
Sent: Friday, 11 August 2023 3:45 PM
To: Johnson, Don
Cc: Jade Ingham
Subject: Night Shift - Gabba - Ryan Rowley
Attachments: Ryan Rowley - Resume.pdf

CAUTION: This email originated from outside of the Organisation.

Dear Don,

Please find attached Resume for Ryan Rowley as discussed with Jade Ingham.

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Construction & General Division
QLD/NT Divisional Branch



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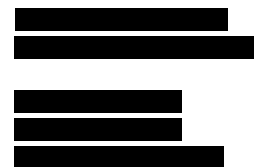
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Leanne Butkus
Office Manager



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Mr. Ryan Rowley

Mobile: [REDACTED]

Email: [REDACTED]

Career Profile

- **Tower Crane Dogman & HSR Representative - Titan Cranes**
Jan 2022- Present
- **Foreman, Tower Crane Dogman & HSR- Austructure**
July 2020-December 2021
- **Dogman/Form work/Concreter/ HSR- JF Hull Holdings**
Feb 2018- July 2020
- **Steel Fixer/HSR – Statewide Steel fixing**
September 2012-Jan 2018
- **Site Supervisor - ISS Facility Services**
Feb 2010 – August 2012
- **Ceiling Installation - Macksville Mitre 10 Hardware Pty Ltd**
Sep 2009 – Jan 2010
- **Sawmill Operator – Newee Creek Saw Mill Pty Ltd**
April 2006 – July 09

Projects

- **Cross River Rail Wooloongabba Station**
- **Gold Coast Sewage Treatment Plant Upgrade**
- **Springwood M1 Upgrade North**
- **Oxley Highway Upgrade**
- **Logan Motorway Upgrade**
- **111 Mary Street Brisbane**
- **Flight Centre Building Southbank**
- **Gold Coast Private Hospital**
- **Commonwealth Games Aquatic Centre- Gold coast**
- **Gold Coast Light Rail**

Licences/ Tickets

- **Current Qld Drivers Licence – Class C/R**
- **Current QLD Motorbike Licence**
- **Construction White Card QLD**
- **Current Scissor lift ticket**
- **High risk work- EWP- 18+Metres**
- **High risk work- DG**
- **HSR trained**
- **Working at heights**

Referees:

- **Jani Matena**
Leading hand - Statewide Steel fixing
Ph. [REDACTED]
- **Ben chase**
Leading hand - Statewide Steel fixing
Ph. [REDACTED]
- **Steve Purkis**
Managing Director – Austructure
Ph. [REDACTED]
- **Warren Read**
Operations Manager- Titan Cranes
Ph. [REDACTED]

From: Large, Andrew <[REDACTED]>
Sent: Monday, 14 August 2023 8:04 AM
To: Zervaas, Anthony; Butler, Chris
Subject: FW: HSRs
Attachments: Day Shift - Boggo Road and South Portal - Trent Broadhurst; Night Shift - Albert Lot 1, Lot 2 and Lot 3 - Sean Korostovetz; Night Shift - Gabba - Ryan Rowley; Day Shift - Lot 2 - Steven Amies; Day Shift - North Portal - Adam Langford; Day Shift - Roma Street - Joseph Pryor; Day Shift - Lot 2 - Steven Amies; Day Shift - North Portal - Adam Langford; Day Shift - Roma Street - Joseph Pryor

Gent's
Any feedback on previous knowledge of these guys, also review of their capabilities as a HSR.
Next day or so please.

From: Zervaas, Anthony <[REDACTED]>
Sent: Monday, 14 August 2023 2:22 PM
To: Large, Andrew; Butler, Chris
Subject: FW: HSRs

From: Henderson, Teresa
Sent: Monday, 14 August 2023 1:11 PM
To: Zervaas, Anthony
Subject: RE: HSRs

Some info for your consideration:

Trent Broadhurst

- Previously world No. 10 light-heavyweight boxer
- 2015 Trade union royal commission: Tickets to union boxing event (Trent competing) billed to developer Mirvac, inquiry hears
<https://www.abc.net.au/news/2015-09-15/tickets-to-union-boxing-event-billed-to-mirvac-royal-commission/6776698>
- Facebook profile is private
[REDACTED]

Sean Korostovetz

- Shares CFMEU Facebook posts about CRR (without his own comments)
[REDACTED]

Ryan Rowley

- Think this is his facebook page, no mention or visible affiliation with CFMEU
[REDACTED]

Steven Amies

- Steven is also an artist who has painted an ETU mural in Brisbane
<https://www.facebook.com/watch/?v=1577447268940264>
- Painted an electrical box on the corner of Mary and Albert Streets
<https://www.urbansmartprojects.com/gallery/3623>
- Involved in a recent case heard by the Queensland Industrial Relations Commission
<https://www.queenslandjudgments.com.au/caselaw/qirc/2023/186>

Throughout 2021, workers were conducting negotiations with the Applicant for the formation of work groups under pt 5, div 3, sub-div 2 of the WHS Act to facilitate the representation of workers in the work groups by HSRs. On 15 October 2021, a relevant worker, Mr Steven Amies, requested the Regulator to appoint an Inspector to assist in the negotiations in relation to '... the formation of work groups for multiple businesses and their workers at the workplace pursuant to section 56(3) of the Act.'^[8]

Adam Langford

- Has liked some posts on CFMEU Facebook page
https://www.facebook.com/cfmeuqldnt/posts/5383425501714985/?comment_id=424206669584178&paipv=0&eav=AfZ6mUMDKGYFwNWvjVUJ66UTwScPj2cT2z_z0nnZLEnJ2daPd79hr3AbU2KyyNEocHg&_rdr



Adam Langford

Add Friend

- Facebook profile is private

[REDACTED]

Joseph Pryor

- Some mentions of CFMEU etc on Facebook profile but nothing specific to CRR
https://www.facebook.com/jojobryor01?comment_id=Y29tbWVudDoxNjY0NzYyMzMzNTgxMzM5XzE2NjQ4NTMzODY5MDU1Njc%3D

From: Zervaas, Anthony <[REDACTED]>
Sent: Monday, 14 August 2023 12:04 PM
To: Henderson, Teresa <[REDACTED]>
Subject: FW: HSRs

From: Large, Andrew <[REDACTED]>
Sent: Monday, 14 August 2023 8:04 AM
To: Zervaas, Anthony <[REDACTED]>; Butler, Chris <[REDACTED]>
Subject: FW: HSRs

Gent's
Any feedback on previous knowledge of these guys, also review of their capabilities as a HSR.
Next day or so please.



From: Johnson, Don
Sent: Tuesday, 15 August 2023 12:11 PM
To: [Redacted]
Cc: Johnson, Don
Subject: FW: HSRs
Attachments: Day Shift - Boggo Road and South Portal - Trent Broadhurst; Night Shift - Albert Lot 1, Lot 2 and Lot 3 - Sean Korostovetz; Night Shift - Gabba - Ryan Rowley; Day Shift - Lot 2 - Steven Amies; Day Shift - North Portal - Adam Langford; Day Shift - Roma Street - Joseph Pryor; Day Shift - Lot 2 - Steven Amies; Day Shift - North Portal - Adam Langford; Day Shift - Roma Street - Joseph Pryor; Mark Mckean Resume.pdf

Largy

Latest resume for Mark Mclean Roma nightshift – 7 No total now

Regards

Don Johnson

Chief Operating Officer and EGM – NSW / Major Projects / Tunnelling
Level 18, 177 Pacific Highway, North Sydney, NSW 2060, Australia



Constructing our future together

From: Johnson, Don
Sent: Sunday, 13 August 2023 3:37 PM
To: Johnson, Don
Subject: FW: HSRs

Regards

Don Johnson

Chief Operating Officer and EGM – NSW / Major Projects / Tunnelling
Level 18, 177 Pacific Highway, North Sydney, NSW 2060, Australia



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From: Johnson, Don
Sent: Sunday, 13 August 2023 3:36 PM
To: Large, Andrew <[Redacted]>
Subject: FW: HSRs

Largy

Found another 3

Regards

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future **together**



From: Johnson, Don

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Cc: Johnson, Don <[redacted]>

Subject: HSRs

Largy

This is the first of the CVs coming through for HSRs roles

Would be good to move quickly to keep the momentum rolling

Let's chat Monday regarding the establishment of some rules re recruitment, conduct on site and where I got to with HSR numbers

Regards

Don Johnson

COO & EGM - NSW / Major Projects / Tunnelling



Level 18, 177 Pacific Highway, North Sydney, NSW 2060, Australia



cpbcon.com.au



Resume: Mark McKean

PERSONAL DETAILS:

NAME: MARK MCKEAN

DATE OF BIRTH: [REDACTED]

AGE: 34

MOBILE NUMBER: [REDACTED]

EMAIL: [REDACTED]

ADDRESS: [REDACTED]

EDUCATION:

- Saint Patricks Primary School – (1993-2000)
- Saint Pauls College – (2000-2005)
- The City and Guilds of London Institute – (2005-2007)

CERTIFICATES & QUALIFICATIONS

- **THE CITY AND GUILDS OF LONDON INSTITUTE:**
 - Key Skills Communication – (2005-2007)
 - Key Skills Communication in Technology – (2005-2007)
 - National Vocational Qualification, Level 2 Wood Occupation (Site Carpenter and Construction) – (2007)
- **QUALIFICATIONS:**
 - Occupational Health and Safety Construction White Card – 2011
 - Certificate 3 in Wood Occupational Carpentry and Construction 2007
 - MR Truck Test- Completed 2012

KNOWLEDGE, ABILITIES AND SKILLS:

- Able to work well within a team environment and build relationships with staff and team members easily.
- Highly capable and efficient when it comes to undertaking and completing tasks unsupervised.
- Able to work efficiently within timeframes and deadlines
- Capable of working within the safety framework of the Project / Contractor
- Have a high knowledge and capability of understanding and following workplace health and safety requirements and change work methodologies to suit changes in the workplace.
- Knowledge of standard methods, materials, tools and equipment used in construction and maintenance.
- Competent and capable working within a team environment, also possessing great leadership skills with communication and providing instruction.

- Hard working, determined, reliable and organised.
- Flexible with hours and rostering schedules.

EMPLOYMENT:

EC HASSONS CONSTRUCTIONS – 2008 –2010

Construction/Carpentry - Residential houses, Ireland

Duties/Responsibilities:

- Timber roofing, roof tiling, lead work, skirting, hanging doors and timber flooring
- Labouring to brick layers
- Labouring to plasters

DREAMSTONE PAVING – 2008-2011

Hard Landscape - Residential houses, Ireland

Duties/Responsibilities:

- General Labouring
- Concrete cutting
- Operating Diggers and Dumpers

PENFOLDS PROJECTS –DEC 2011 –FEB 2012

Hard Landscape - Brisbane Airport, Airport link tunnel, high rises within CBD and Commercial Sites

Duties/Responsibilities:

- Placement of lawns and mulch
- Planting Trees and plants
- Placing mowing edge linages
- Laying concrete paths and tiling
- Working with heavy machinery (Bobcat, excavator, trucks)

NATIONAL CONCRETE – FEB 2012 –SEP 2014

Construction - Large high rises and commercial sites in Brisbane CBD

Duties/Responsibilities:

- Occupational Health and Safety Representative
- Erecting form work for various concrete structures and foundations
- Finishing concrete by floating, troweling, edging and brushing
- Screeding concrete, vibrating columns, walls and stairs
- Organising and delivering of fuel and tools to various job sites

RAMAGE CONCRETING – SEP 2014 –DEC 2014

Concreting - Commercial and residential work sites

Duties/Responsibilities:

- General labour
- Form, reo and pour works

BESS CONCRETING– DEC 2014 –JULY 2015

Concreting - Multiple industrial warehouses floors in Brisbane

Duties/Responsibilities:

- Pour and finish concrete decks

CITICRETE– JULY 2015 –DEC 2015

Concreting - high rises decks in Brisbane CBD

Duties/Responsibilities:

- Form, reo and pour works
- Operating heavy machinery

SCENTRE GROUP– FEB 2016 –MAY 2017

Health and safety representative

Duties/Responsibilities:

- To ensure safety of workers on site

Additional Qualifications acquired:

- Certificate 3 as Health and safety representative
- Completion of courses in:
 - First aid
 - Asbestos awareness

LEND LEASE – MAY 2017 – May 2018

Health and safety representative

Duties/Responsibilities:

- To ensure safety of workers on site

MULTIPLEX: HSR – May 2018- Feb 2020

Duties and Responsibilities:

- Representing workers in the work group in Health and Safety matters;
- Monitoring Health and Safety measures implemented
- Looking into potential health and safety risks in the workplace.

FITZGERALD CONSTRUCTION: HSR- Feb 2020- July 2023

Duties and Responsibilities:

- Representing workers in the work group in Health and Safety matter;
- Monitoring Health and Safety measures implemented
- Looking into potential health and safety risks in the workplace.

From: Butler, Chris <[REDACTED]>
Sent: Monday, 21 August 2023 9:52 AM
To: Zervaas, Anthony
Cc: Large, Andrew
Subject: RE: HSRs

Anthony,

Please see table below.

Unless I have missed one, my count is 10, not 11. Adam Langford's CV was attached twice, both for Day works Northern Portal.

I have had a go at populating the site mgr/supt table for who will interview the candidates. If you can confirm who you would like to be the interviewer.

Unsure what the end result was re Sean Korostovetz?

If we are bringing the candidates below (who are engaged by a subbie on the Project) on directly through CPB, which I assume is the case, a discussion should probably occur with the relevant subbie rep, before we make contact with the candidate? In particular Titans.

Let me know when the recruitment team is good to go re contacting the list below for tickets, licences, arranging interview, etc to start the process.

Regards,

Chris

#	Name	Currently Employed on the Project	Site	Supt / Site Manager to Interview	Damstra Record - Company/ Site
1	Trent Broadhurst	No	Day works – Boggo Rd and Southern Portal	Warren Tresider	
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3	Ryan Rowley	Yes	Night Shift Gabba	Duncan Reid	Titan Cranes / Northern Portal, Roma & Gabba
4	Steven Amies	No	Day works – Albert Lot 2	?	
5	Adam Langford	No	Day works – Northern Portal	?	
6	Joseph Pryor	No	Day works – Roma Station	Shane Bradley	
7	Mark Mckean	No	Night Shift – Roma Station	Shane Bradley	
8	Corey Taylor	No	Night shift – Boggo Rd and Southern Portal	Warren Tresider	
9	Michael Fisher	Yes	Day works – Lot 1 and Lot 3	James Maher	Rocktown Pty Ltd / Albert & Woolloongabba
10	Richie Atutolu	Yes	Day works - Gabba	Duncan Reid	HEINRICH / Woolloongabba

From: Butler, Chris

Sent: Friday, 18 August 2023 4:48 PM

To: Large, Andrew [REDACTED] Zervaas, Anthony [REDACTED]

Subject: RE: HSRs

Largy

Please see below, taken from Damstra records

Name	Currently Employed on the Project	Company/ Site
Trent Broadhurst	No	
Sean Korostovetz	Yes	Specialised Concrete Pumping / Albert St
Ryan Rowley	Yes	Titan Cranes and Rigging Pty Ltd / Northern Portal, Roma & Woolloongabba
Steven Amies	No	
Adam Langford	No	
Joseph Pryor	No	
Mark Mckean	No	
Corey Taylor	No	
Michael Fisher	Yes	Rocktown Pty Ltd / Albert & Woolloongabba
Richie Atutolu	Yes	HEINRICH CONSTRUCTIONS PTY. LTD / Woolloongabba

From: Large, Andrew <[REDACTED]>

Sent: Friday, 18 August 2023 7:36 AM

To: Zervaas, Anthony <[REDACTED]>; Butler, Chris <[REDACTED]>

Subject: FW: HSRs

Chris

Please confirm who are currently employed?

From: Johnson, Don <[REDACTED]>

Sent: Friday, 18 August 2023 7:26 AM

To: Large, Andrew <[REDACTED]>

Cc: Johnson, Don <[REDACTED]>

Subject: FW: HSRs

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Latest batch of HSR CVs

That makes 11. Can you advise whether any of these are already in our employ as my discussions with Jade were that the HSRs would comprise a mix of existing and new employees

Regards

Don Johnson

Chief Operating Officer and EGM – NSW / Major Projects / Tunnelling

Level 18, 177 Pacific Highway, North Sydney, NSW 2060, Australia



Constructing our
future **together**



From: Johnson, Don

Sent: Tuesday, 15 August 2023 12:26 PM

To: [redacted] <[redacted]>

Cc: Johnson, Don <[redacted]>

Subject: FW: HSRs

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Latest resume for Mark Mclean Roma nightshift – 7 No total now

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To: Johnson, Don <[redacted]>

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Largy

Found another 3

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[REDACTED]
[REDACTED]



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future **together**

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To: Large, Andrew <[REDACTED]>
Cc: Johnson, Don <[REDACTED]>
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Would be good to move quickly to keep the momentum rolling

Let's chat Monday regarding the establishment of some rules re recruitment, conduct on site and where I got to with HSR numbers

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COO & EGM - NSW / Major Projects / Tunnelling



Level 18, 177 Pacific Highway, North Sydney, NSW 2060, Australia

[REDACTED]
[REDACTED]

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Calder, Sarah

From: Zervaas, Anthony <[REDACTED]>
Sent: Monday, 21 August 2023 11:02 AM
To: Butler, Chris
Cc: Large, Andrew
Subject: RE: HSRs

Chris,

I have finished my assessment below.

Comments:

- I understood the employing entity is CBGU (not CPB)?
- I think we should arrange a separate Teams meeting with each Precinct Manager and the nominated Site Manager/Superintendent
 - Outline process/next steps
 - Issue candidates CV
 - Request Site Manager/Superintendent to conduct their own reference/background checks
 - Request Precinct Manager to engage the subby rep (for candidates who are already working on the project).
- Sean Korostovetz – nil feedback from DJ?
- Richie Atiolu – based on historical feedback, assume we should push back on this candidate?

	Name	Currently Employed on the Project	Company/ Site	Proposed Location	Initial Recommend Y/N	Interviewee
1	Trent Broadhurst	No		Boggo/Saw – Day Shift	Y – subject to interview	Warren Tresider
2	Sean Korostovetz	Yes	Specialised Concrete Pumping / Albert St	Albert 1,2 & 3 – Night Shift	N	
3	Ryan Rowley	Yes	Titan Cranes and Rigging Pty Ltd / Northern Portal, Roma & Woolloongabba	Gabba – Night Shift	Y - obtain feedback from Duncan	Duncan Reid
4	Steven Amies	No		Albert Lot 2 – Day Shift	Y – Feedback received via Mirvac	James Mayer
5	Adam Langford	No		North Portal	Nil HSR experience. Conduct interview to ascertain suitability.	Steve Bush
6	Joseph Pryor	No		Roma Station – Day Shift	Y – subject to interview	Shane Bradley
7	Mark Mckean	No		Roma Station – Night Shift???	Y – subject to interview	Shane Bradley
8	Corey Taylor	No		Boggo/SAW – Night Shift	Queens Wharf HSR with Heinrich – subject to interview	Warren Tresider
9	Michael Fisher	Yes	Rocktown Pty Ltd / Albert & Woolloongabba	Albert Lot 1 & 3 – Day Shift	Y – subject to interview	James Mayer
10	Richie Atutolu	Yes	HEINRICH CONSTRUCTIONS PTY. LTD / Woolloongabba	Gabba – Day Shift	N	

From: Butler, Chris <[REDACTED]>
Sent: Monday, 21 August 2023 9:52 AM
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Cc: Large, Andrew <[REDACTED]>
Subject: RE: HSRs

Anthony,

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10	Richie Atutolu	Yes	Day works - Gabba	Duncan Reid	HEINRICH / Woolloongabba

From: Butler, Chris

Sent: Friday, 18 August 2023 4:48 PM

To: Large, Andrew [REDACTED]; Zervaas, Anthony [REDACTED]

Subject: RE: HSRs

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Joseph Pryor	No	
Mark Mckean	No	
Corey Taylor	No	

Michael Fisher	Yes	Rocktown Pty Ltd / Albert & Woolloongabba
Richie Atutolu	Yes	HEINRICH CONSTRUCTIONS PTY. LTD / Woolloongabba

From: Large, Andrew <[REDACTED]>
Sent: Friday, 18 August 2023 7:36 AM
To: Zervaas, Anthony <[REDACTED]>; Butler, Chris <[REDACTED]>
Subject: FW: HSRs

Chris
Please confirm who are currently employed?

From: Johnson, Don <[REDACTED]>
Sent: Friday, 18 August 2023 7:26 AM
To: Large, Andrew <[REDACTED]>
Cc: Johnson, Don <[REDACTED]>
Subject: FW: HSRs

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Don Johnson

Chief Operating Officer and EGM – NSW / Major Projects / Tunnelling
Level 18, 177 Pacific Highway, North Sydney, NSW 2060, Australia

[REDACTED]
[REDACTED]



Constructing our
future **together**



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Sent: Tuesday, 15 August 2023 12:26 PM
To: [REDACTED] <[REDACTED]>
Cc: Johnson, Don <[REDACTED]>
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[Redacted]



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Subject: FW: HSRs

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Don Johnson

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[Redacted]



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Found another 3

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[Redacted]



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cpbcon.com.au [cpbcon.com.au]



[REDACTED]

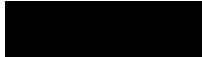
From: Large, Andrew <[REDACTED]>
Sent: Friday, 25 August 2023 4:50 PM
To: Johnson, Don
Subject: FW: HSR Onboarding
Attachments: Status HSR Onboarding_250823.docx

Don
If asked status of HSR engagement

Name	Site	Contact	Comments
Mark McKean	Roma Street	Shane Bradley	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent 24/8 Medical Appointment requested • 24/8 Received documents • 25/8 Medical Booked
Joseph Pryor	Roma Street	Shane Bradley	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical Provider contacted me to say they had called Joseph but he had not answered, they left a message and emailed him • 25/8 Contacted Joseph and he said he would ring them straight back. • 25/8 Medical booked 1/9 • 25/8 Have had medical rescheduled for earlier 28/8
Corey Taylor	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical booked
Michael Fisher	Albert Street	James Maher	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent 25/8 Emailed and phoned Michael chasing documents at 1:03pm he said he just got out of a meeting was flat out and would send through in his next break. • 25/8 HR Advised not to proceed and that a suitable replacement CV will be sent through
Adam Langford	Tunnel Fitout	Stephen Bush	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 28/5 Received documents
Trent Broadhurst	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent Will book medical once received • 25/8 Medical Requested • 25/8 Received Documents • 25/8 Medical Booked
Ryan Rowley	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 He will send pre-employment details • 25/8 Will book medical once received • 25/8 4:15pm Have not received required documents
Ritchie Atulolu	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Left message, text back said he would call me later

			<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 4:15pm Have not received required documents
Sean Korostovertz	Albert		<ul style="list-style-type: none"> • 25/8 Left message • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Requested • 25/8 Received Documents for DL only
Steven Amies			<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 He will send documents over the weekend • 25/8 Medical requested as resume had information required

Please Note: We are in direct contact with the medical provider endeavouring to expedite the appointments and receipt of medical results.



From: Johnson, Don
Sent: Monday, 28 August 2023 5:44 PM
To: Large, Andrew
Subject: FW: Night Shift - Albert - Ross Love
Attachments: Ross Love CV.pdf

Regards

Don Johnson

Chief Operating Officer and EGM – NSW / Major Projects / Tunnelling
Level 18, 177 Pacific Highway, North Sydney, NSW 2060, Australia



Constructing our future together

From: Leanne Butkus
Sent: Monday, 28 August 2023 4:40 PM
To: Johnson, Don ; Zervaas, Anthony
Cc: Jade Ingham
Subject: Night Shift - Albert - Ross Love

CAUTION: This email originated from outside of the Organisation.

Dear Don and Anthony,

Please find attached Resume for Ross Love as discussed with Jade Ingham.



Construction & General Division
QLD/NT Divisional Branch



Leanne Butkus
Office Manager

I acknowledge the traditional Aboriginal owners of country throughout Australia and pay my respect to them, their culture and their Elders past, present and future.

IMPORTANT:
This email (including any attachments) may contain confidential and/or legally privileged information intended only for the addressee. If you are not the intended recipient, any use, dissemination, forwarding, printing or copying of this email is strictly prohibited.

If you receive this email by mistake please notify us by return email, delete the email, destroy any printed copy and do not disclose or use its information in any way. We do not waive any confidentiality, privilege or copyright in this email. In order to minimise the risk of fraud, prior to proceeding with any electronic transfer of funds please confirm by telephone the details of any new account we nominate for that purpose.

ROSS LOVE

Mobile: [REDACTED]

Email: [REDACTED]

[REDACTED]

[REDACTED]

DOB: [REDACTED]

CAREER OBJECTIVES

Summary: As a form worker/carpenter with 20 years experience I have a sound knowledge in all aspects of the building trade. From wharf construction in concrete, steel and wood to residential building, renovations, demolition work and high pressure Gas Facilities.

While being a valuable team player I have the skills needed to motivate and lead a team, solve problems and communicate with others to get quality jobs completed on time and safely.

I have a willingness to learn and grow within a company and can apply myself to whatever tasks are given to me including Leading Hand responsibilities. I have experience in working within project quality and safety systems including planning work to meet schedule.

HIGH RISK TICKETS

- Elevating Work Platform over 11 Meters (May 2017)
- Franna Ticket
- Forklift

TICKETS/ QUALIFICATIONS

- Certificate III in Civil Construction (July 2018)
- Excavator (Nov 2017)
- Articulated Haul Truck (July 2017)
- Skid Steer (May 2017)
- Asbestos Identification and Awareness (May 2016)
- High Risk License (March 2016)
- Operate a Forklift truck (Feb 2016)
- Operate Fire Fighting Equipment (Jan 2013)
- Operate Light Vehicle Cert II in Drilling operations (Jan 2013)
- FlexoFit Stretch Leaders Course (January 2013)
- White Card Construction Induction (Nov 2012)
- Apply First Aid (August 2013)

- Gas Test Atmospheres, Enter and Work in Confined Spaces (August 2013)
- Work Safely at Heights (August 2013)
- Certificate III in carpentry (Jul 11)
- NZQA National Certificate in Carpentry (Jan 07)
- Elevated Platform (Jun 10)
- Blue Card (Apr 07)
- Certificate III in Falsework/Formwork (Nov 09)

CAREER PATH

Rocktown Albert Street Station Lot 1

August 2022 – current

Leading Hand on Slip form

Melbourne Metro Tunnel Project

June 2020 – August 2022

Tunneller

- Roadheader
- Bolter
- Jumbo
- General tunnel duties
- Machine Operating

Westconnex

February 2020 – June 2020

Tunneller

- Roadheader
- Bolter
- Jumbo

John Holland Sydney Metro

April 2019 – January 2020

Tunneller

- Roadheader
- Bolter
- Jumbo

Lendlease (Sonny Sopper) Supervisor

March 2017 – March 2019

Jumbo Operator/Tunneling

- Installing Bolts
- Tunnel Labourer
- Operating Plant

Heinrich Construction (Simon Crompton)

Sunland Group Abian

August 2015 - 2017

- Formwork

Enerflex Constructions (Tony Holyoake) Project Manager

Canberra/Orbost Project

March 2015-Current

Carpenter/Formwork

- Concreting
- Walls, Columns
- Formwork
- Working with Machinery
- Pedestals
- Footings

Freemantle Constructions

Barrow Island

Chevron Gorgon Barrow Island

August 2013-March 2015

Civils / Piping / Formwork

- Installation of Piping
- Manholes
- Confined space work

Enerflex Process (Andy Hardman) Super Intendant
APA Moomba Compressor station-Gas
April 2013-August 2013
Civils / Formworker

- Leading Hand
- Installation of Pre-Cast
- Concreting
- Formwork

Enerflex Process
Chevron Gorgon Meter Station - Gas
Nov 2012-April 2013
Civils / Formworker

- Installation of Pre-Cast
- Concreting
- Formwork
- Reading plans and following on to job construction

Enerflex Process
APA Mondara Project -Gas
June 2012-Nov 2012
Civils/ Formworker

- Installation of Pre-Cast
- Erecting Formwork
- Concreting
- Compacting Trenches
- Steel Fixing

J&D Rigging (Contracted to TCS)
February 2012-June 2012
Mt Carlton Gold and Silver Mine Evolution
Carpenter

- Setting out for concrete pours
- Erecting Formwork
- Framing up
- Steel fixing

Heinrich Construction (Dave Elphick-Supervisor)

November 2011-February 2012

Carpenter

- Columns, walls
- Framing up
- Formwork
- Jump form

J&D Rigging Pty Ltd, Brisbane (Chris Cole-Supervisor)

QGC Gas Mine Chinchilla

April 2011-November 2011

Carpenter

- Form up water tanks
- Form up deck, columns, walls
- Touched on slip form and jump form
- Ground slabs
- Stripping out formwork
- Steel fixing

Heinrich, Yatala (Dave Elphick-Supervisor)

April 2010-April 2011

Carpenter

- Form up deck, columns, walls
- Touched on slip form and jump form
- Reading plans
- Plan layouts
- Preparing materials & jobs
- Scaffolding
- Stripping out formwork

Dolcon, Southport (Jay O'Doherty-Supervisor)

June 2007-April 2010

Carpenter

- Form up deck, columns, walls
- Touched on slip form and jump form
- Reading plans

- Plan layouts
- Preparing materials & jobs
- Stripping out formwork
- Scaffolding
- Various deck systems (peri etc)

Port Marlborough New Zealand Ltd (Terry Beach-Works operations manager)

May 2000-May 2007

Carpenter

- Wharf construction/concrete and wood
- Pile driving on floating barge
- Building marinas
- Loading ships
- Crane work

HOBBIES/ INTERESTS

Rugby union, soccer, hunting, golf and family

BUSINESS REFERENCES

- Sonny Soper (Lendlease) : MOB [REDACTED]
- Simon Crompton (Heinrich): MOB [REDACTED]
- Atarian Fox (Freemantle): MOB [REDACTED]
- Peter Anderson (Enerflex): MOB [REDACTED]
- Anthony Holyoake (Enerflex): MOB [REDACTED]
- Kayne Clarke (Golding): MOB [REDACTED]
- Dave Elphick (Heinrich): MOB [REDACTED]
- Jay O'Doherty (Dolcon): MOB [REDACTED]
- Terry Beach (Port Marlborough NZ Ltd): Ph [REDACTED]
- Chris Cole (J&D Rigging Pty Ltd): MOB [REDACTED]
- Brian Davies (Freemantle): MOB [REDACTED]
- Andy Hardman (Freemantle Office): [REDACTED]

From: Large, Andrew <[REDACTED]>
Sent: Tuesday, 29 August 2023 8:46 AM
To: Johnson, Don
Subject: Fwd: HSR Onboarding
Attachments: Status HSR Onboarding_280823.docx; Ross Love CV.pdf

Don
HSR status if questioned

Sent from my iPhone

Begin forwarded message:

From: "Zervaas, Anthony"
Date: 28 August 2023 at 6:27:27 pm AEST
To: "Large, Andrew" , "Credaro, Chris"
Subject: **FW: HSR Onboarding**

FYI

From: Zervaas, Anthony
Sent: Monday, 28 August 2023 6:20 PM
To: Dean Mattas ; Dean Rielly
Cc: Bradley, Shane ; Tresider, Warren ; Maher, James ; Reid, Duncan ; Bush, Stephen
Subject: RE: HSR Onboarding

Hi Gents,
Todays updated status attached for your perusal.
Please note, we have interviewed Ross Love this afternoon and will proceed with the onboarding process.
Regards,
Anthony

From: Zervaas, Anthony
Sent: Friday, 25 August 2023 4:34 PM
To: [REDACTED]; [REDACTED]
Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

Subject: HSR Onboarding
Hi Gents,
Find attached the HSR Onboarding status for your perusal.
Will provide daily updates on progress.
Please note, we have paused the onboarding process for Michael Fisher (based on feedback from Dean Mattas) and are waiting for an alternative CV submission.
Kind Regards,
Anthony

Name	Site	Contact	Comments
Mark McKean	Roma Street	Shane Bradley	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent 24/8 Medical Appointment requested • 24/8 Received documents • 25/8 Medical Booked • 28/8 Medical Completed being reviewed by medical advisor
Joseph Pryor	Roma Street	Shane Bradley	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical Provider contacted me to say they had called Joseph but he had not answered, they left a message and emailed him • 25/8 Contacted Joseph and he said he would ring them straight back. • 25/8 Medical booked 1/9 • 25/8 Have had medical rescheduled for earlier 28/8 Medical completed and reviewed – No Restrictions
Corey Taylor	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical booked
Michael Fisher	Albert Street	James Maher	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent 25/8 Emailed and phoned Michael chasing documents at 1:03pm he said he just got out of a meeting was flat out and would send through in his next break. • 25/8 HR Advised not to proceed and that a suitable replacement CV will be sent through
Adam Langford	Tunnel Fitout	Stephen Bush	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 28/5 Received documents • 28/8 Medical Completed being reviewed by medical advisor
Trent Broadhurst	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent Will book medical once received • 25/8 Medical Requested • 25/8 Received Documents • 25/8 Medical Booked • 28/8 Medical Completed being reviewed by medical advisor
Ryan Rowley	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 He will send pre-employment details

			<ul style="list-style-type: none"> • 25/8 Will book medical once received • 25/8 4:15pm Have not received required documents • 28/8 Received Documents • Requested medical
Ritchie Atulolu	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Left message, text back said he would call me later • 25/8 Phone discussion and tickets requested, email sent • 25/8 4:15pm Have not received required documents • 28/8 Documents Received • Medical Requested
Sean Korostovertz	Albert		<ul style="list-style-type: none"> • 25/8 Left message • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Requested • 25/8 Received Documents for DL only • 25/8 Medical booked • 28/8 Documents Received • 28/8 Medical Completed being reviewed by medical advisor
Steven Amies			<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 He will send documents over the weekend • 25/8 Medical requested as resume had information required • 28/8 Documents Received

Please Note: We are in direct contact with the medical provider endeavouring to expedite the appointments and receipt of medical results.

ROSS LOVE

Mobile: [REDACTED]

Email: [REDACTED]

[REDACTED]

[REDACTED]

DOB: [REDACTED]

CAREER OBJECTIVES

Summary: As a form worker/carpenter with 20 years experience I have a sound knowledge in all aspects of the building trade. From wharf construction in concrete, steel and wood to residential building, renovations, demolition work and high pressure Gas Facilities.

While being a valuable team player I have the skills needed to motivate and lead a team, solve problems and communicate with others to get quality jobs completed on time and safely.

I have a willingness to learn and grow within a company and can apply myself to whatever tasks are given to me including Leading Hand responsibilities. I have experience in working within project quality and safety systems including planning work to meet schedule.

HIGH RISK TICKETS

- Elevating Work Platform over 11 Meters (May 2017)
- Franna Ticket
- Forklift

TICKETS/ QUALIFICATIONS

- Certificate III in Civil Construction (July 2018)
- Excavator (Nov 2017)
- Articulated Haul Truck (July 2017)
- Skid Steer (May 2017)
- Asbestos Identification and Awareness (May 2016)
- High Risk License (March 2016)
- Operate a Forklift truck (Feb 2016)
- Operate Fire Fighting Equipment (Jan 2013)
- Operate Light Vehicle Cert II in Drilling operations (Jan 2013)
- FlexoFit Stretch Leaders Course (January 2013)
- White Card Construction Induction (Nov 2012)
- Apply First Aid (August 2013)

- Gas Test Atmospheres, Enter and Work in Confined Spaces (August 2013)
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- Elevated Platform (Jun 10)
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John Holland Sydney Metro

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Lendlease (Sonny Sopper) Supervisor

March 2017 – March 2019

Jumbo Operator/Tunneling

- Installing Bolts
- Tunnel Labourer
- Operating Plant

Heinrich Construction (Simon Crompton)

Sunland Group Abian

August 2015 - 2017

- Formwork

Enerflex Constructions (Tony Holyoake) Project Manager

Canberra/Orbost Project

March 2015-Current

Carpenter/Formwork

- Concreting
- Walls, Columns
- Formwork
- Working with Machinery
- Pedestals
- Footings

Freemantle Constructions

Barrow Island

Chevron Gorgon Barrow Island

August 2013-March 2015

Civils / Piping / Formwork

- Installation of Piping
- Manholes
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Enerflex Process (Andy Hardman) Super Intendant
APA Moomba Compressor station-Gas
April 2013-August 2013
Civils / Formworker

- Leading Hand
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Enerflex Process
Chevron Gorgon Meter Station - Gas
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APA Mondara Project -Gas
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- Concreting
- Compacting Trenches
- Steel Fixing

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February 2012-June 2012
Mt Carlton Gold and Silver Mine Evolution
Carpenter

- Setting out for concrete pours
- Erecting Formwork
- Framing up
- Steel fixing

Heinrich Construction (Dave Elphick-Supervisor)

November 2011-February 2012

Carpenter

- Columns, walls
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J&D Rigging Pty Ltd, Brisbane (Chris Cole-Supervisor)

QGC Gas Mine Chinchilla

April 2011-November 2011

Carpenter

- Form up water tanks
- Form up deck, columns, walls
- Touched on slip form and jump form
- Ground slabs
- Stripping out formwork
- Steel fixing

Heinrich, Yatala (Dave Elphick-Supervisor)

April 2010-April 2011

Carpenter

- Form up deck, columns, walls
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- Reading plans
- Plan layouts
- Preparing materials & jobs
- Scaffolding
- Stripping out formwork

Dolcon, Southport (Jay O'Doherty-Supervisor)

June 2007-April 2010

Carpenter

- Form up deck, columns, walls
- Touched on slip form and jump form
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- Plan layouts
- Preparing materials & jobs
- Stripping out formwork
- Scaffolding
- Various deck systems (peri etc)

Port Marlborough New Zealand Ltd (Terry Beach-Works operations manager)

May 2000-May 2007

Carpenter

- Wharf construction/concrete and wood
- Pile driving on floating barge
- Building marinas
- Loading ships
- Crane work

HOBBIES/ INTERESTS

Rugby union, soccer, hunting, golf and family

BUSINESS REFERENCES

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- Simon Crompton (Heinrich): MOB [REDACTED]
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- Peter Anderson (Enerflex): MOB [REDACTED]
- Anthony Holyoake (Enerflex): MOB [REDACTED]
- Kayne Clarke (Golding): MOB [REDACTED]
- Dave Elphick (Heinrich): MOB [REDACTED]
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- Terry Beach (Port Marlborough NZ Ltd): Ph [REDACTED]
- Chris Cole (J&D Rigging Pty Ltd): MOB [REDACTED]
- Brian Davies (Freemantle): MOB [REDACTED]
- Andy Hardman (Freemantle Office): [REDACTED]

From: Large, Andrew <[REDACTED]>
Sent: Tuesday, 29 August 2023 4:24 PM
To: Johnson, Don; Sanfilippo, Vince
Subject: FW: HSR Onboarding
Attachments: Status HSR Onboarding_290823.docx

[Don and Vince](#)
[Updated Status on HSR onboarding](#)

From: Zervaas, Anthony
Sent: Tuesday, 29 August 2023 4:16 PM
To: Ryder, David ; Dickson, Steve ; Byrne, Dominic ; Reddy, Garren ; Griffin, Justin ; Curtin, Mark
Cc: Butler, Chris ; Searle, Sonja ; Credaro, Chris ; Large, Andrew
Subject: HSR Onboarding

Hi Team,

[Find attached today's updated HSR onboarding status for your perusal.](#)

Regards,

Anthony

From: Zervaas, Anthony
Sent: Tuesday, 29 August 2023 4:14 PM
To: 'Dean Mattas' <[REDACTED]>; 'Dean Rielly' <[REDACTED]>
Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>
Subject: HSR Onboarding

Hi Gents,

[Today's updated status attached for your perusal.](#)

Regards,

Anthony

From: Zervaas, Anthony
Sent: Monday, 28 August 2023 6:20 PM
To: Dean Mattas <[REDACTED]>; Dean Rielly <[REDACTED]>
Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>
Subject: RE: HSR Onboarding

Hi Gents,

[Today's updated status attached for your perusal.](#)

Please note, we have interviewed Ross Love this afternoon and will proceed with the onboarding process.

Regards,

Anthony

From: Zervaas, Anthony

Sent: Friday, 25 August 2023 4:34 PM

To: [REDACTED]; [REDACTED]

Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

Subject: HSR Onboarding

Hi Gents,

Find attached the HSR Onboarding status for your perusal.

Will provide daily updates on progress.

Please note, we have paused the onboarding process for Michael Fisher (based on feedback from Dean Mattas) and are waiting for an alternative CV submission.

Kind Regards,

Anthony

Name	Site	Contact	Comments
Mark McKean	Roma Street	Shane Bradley	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent 24/8 Medical Appointment requested • 24/8 Received documents • 25/8 Medical Booked • 28/8 Medical Completed being reviewed by medical advisor • 29/8 Medical returned no restrictions • 29/8 Contract raised and sent for approval with a Thursday 31/8 commencement. • 29/8 PPE Order form and induction form sent – not received • 29/8 Contract approved and sent to Mark McKean with a commencement of 31/8 • 29/8 With Mark McKean to accept and return
Joseph Pryor	Roma Street	Shane Bradley	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical Provider contacted me to say they had called Joseph but he had not answered, they left a message and emailed him • 25/8 Contacted Joseph and he said he would ring them straight back. • 25/8 Medical booked 1/9 • 25/8 Have had medical rescheduled for earlier 28/8 Medical completed and reviewed – No Restrictions • 29/8 Medical received – no restrictions • 29/8 Contract in process of being raised • 29/8 PPE Order form and induction form sent and received back completed
Corey Taylor	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical booked • 29/8 Awaiting medical results
Adam Langford	Tunnel Fitout	Stephen Bush	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 28/8 Received documents • 28/8 Medical Completed being reviewed by medical advisor • 29/8 Medical returned no restrictions • 29/8 Contract in process of being raised

			<ul style="list-style-type: none"> • 29/8 PPE Order form and induction form sent – not received
Trent Broadhurst	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent Will book medical once received • 25/8 Medical Requested • 25/8 Received Documents • 25/8 Medical Booked • 28/8 Awaiting Medical results
Ryan Rowley	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 He will send pre-employment details • 25/8 Will book medical once received • 25/8 4:15pm Have not received required documents • 28/8 Received Documents • 28/8 Requested medical • 28/8 Medical booked • 28/8 Awaiting medical results
Ritchie Atulolu	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Left message, text back said he would call me later • 25/8 Phone discussion and tickets requested, email sent • 25/8 4:15pm Have not received required documents • 28/8 Documents Received • Medical Requested • 29/8 Awaiting medical results
Sean Korostovertz	Albert	James Maher	<ul style="list-style-type: none"> • 25/8 Left message • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Requested • 25/8 Received Documents for DL only • 25/8 Medical booked • 28/8 Documents Received • 28/8 Awaiting Medical Results
Steven Amies	Albert	James Maher	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 He will send documents over the weekend • 25/8 Medical requested as resume had information required • 28/8 Documents Received • 29/8 Medical Completed • 29/8 Medical Results no restrictions • 29/8 Contract in process of being raised • 29/8 PPE Order form and induction form sent – not received
Ross Love	Albert		<ul style="list-style-type: none"> • 29/8 Contacted via phone and left a message • 29/8 Sent a follow up email

			<ul style="list-style-type: none"> • 29/8 Enough details on resume so requested medical booking • 29/8 Have not hear back from him yet
Michael Fisher	Albert Street	James Maher	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent 25/8 Emailed and phoned Michael chasing documents at 1:03pm he said he just got out of a meeting was flat out and would send through in his next break. • 25/8 HR Advised not to proceed and that a suitable replacement CV will be sent through • 28/8 Withdrawn from process

Please Note: We are in direct contact with the medical provider endeavouring to expedite the appointments and receipt of medical results.



From: Zervaas, Anthony <[redacted]>
Sent: Wednesday, 30 August 2023 5:28 PM
To: Ryder, David; Dickson, Steve; Byrne, Dominic; Reddy, Garren; Griffin, Justin; Curtin, Mark
Cc: Large, Andrew; Butler, Chris; Credaro, Chris; Ward, Iain
Subject: FW: HSR Onboarding
Attachments: Status HSR Onboarding_300823.docx

Fyi

From: Zervaas, Anthony
Sent: Wednesday, 30 August 2023 5:28 PM
To: Dean Mattas ; Dean Rielly
Cc: Bradley, Shane ; Tresider, Warren ; Maher, James ; Reid, Duncan ; Bush, Stephen
Subject: RE: HSR Onboarding

Hi Gents,

Today's updated status attached for your perusal.

Please note, 3no commencing tomorrow:

- Mark McKean
- Joseph Pryor
- Adam Langford

Regards,

Anthony

From: Zervaas, Anthony
Sent: Tuesday, 29 August 2023 4:14 PM
To: 'Dean Mattas' <[redacted]>; 'Dean Rielly' <[redacted]>
Cc: Bradley, Shane <[redacted]>; Tresider, Warren <[redacted]>; Maher, James <[redacted]>; Reid, Duncan <[redacted]>; Bush, Stephen <[redacted]>
Subject: HSR Onboarding

Hi Gents,

Today's updated status attached for your perusal.

Regards,

Anthony

From: Zervaas, Anthony
Sent: Monday, 28 August 2023 6:20 PM
To: Dean Mattas <[redacted]>; Dean Rielly <[redacted]>

Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

Subject: RE: HSR Onboarding

Hi Gents,

Today's updated status attached for your perusal.

Please note, we have interviewed Ross Love this afternoon and will proceed with the onboarding process.

Regards,

Anthony

From: Zervaas, Anthony

Sent: Friday, 25 August 2023 4:34 PM

To: [REDACTED]; [REDACTED]

Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

Subject: HSR Onboarding

Hi Gents,

Find attached the HSR Onboarding status for your perusal.

Will provide daily updates on progress.

Please note, we have paused the onboarding process for Michael Fisher (based on feedback from Dean Mattas) and are waiting for an alternative CV submission.

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Name	Site	Contact	Comments
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Joseph Pryor	Roma Street	Shane Bradley	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical Provider contacted me to say they had called Joseph but he had not answered, they left a message and emailed him • 25/8 Contacted Joseph and he said he would ring them straight back. • 25/8 Medical booked 1/9 • 25/8 Have had medical rescheduled for earlier 28/8 Medical completed and reviewed – No Restrictions • 29/8 Medical received – no restrictions • 29/8 Contract in process of being raised • 29/8 PPE Order form and induction form sent and received back completed • 30/8 Contract Sent • 30/8 Spoke to Joseph he was good to commence on 31/8 Induction booked
Corey Taylor	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical booked • 29/8 Awaiting medical results
Adam Langford	Tunnel Fitout	Stephen Bush	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 28/8 Received documents

			<ul style="list-style-type: none"> • 28/8 Medical Completed being reviewed by medical advisor • 29/8 Medical returned no restrictions • 29/8 Contract in process of being raised • 29/8 PPE Order form and induction form sent – not received • 30/8 Contract sent and accepted • 30/8 Induction booked and commencing 31/8
Trent Broadhurst	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent Will book medical once received • 25/8 Medical Requested • 25/8 Received Documents • 25/8 Medical Booked • 28/8 Awaiting Medical results
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Steven Amies	Albert	James Maher	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 He will send documents over the weekend • 25/8 Medical requested as resume had information required • 28/8 Documents Received • 29/8 Medical Completed • 29/8 Medical Results no restrictions

			<ul style="list-style-type: none"> • 29/8 Contract in process of being raised • 29/8 PPE Order form and induction form sent – not received • 30/8 Steven needs 2 days notice will commence Monday 4/9/2023
Ross Love	Albert		<ul style="list-style-type: none"> • 29/8 Contacted via phone and left a message • 29/8 Sent a follow up email • 29/8 Enough details on resume so requested medical booking • 29/8 Have not hear back from him yet • 30/8 Have not heard back from him yet
Michael Fisher	Albert Street	James Maher	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent 25/8 Emailed and phoned Michael chasing documents at 1:03pm he said he just got out of a meeting was flat out and would send through in his next break. • 25/8 HR Advised not to proceed and that a suitable replacement CV will be sent through • 28/8 Withdrawn from process

Please Note: We are in direct contact with the medical provider endeavouring to expedite the appointments and receipt of medical results.

From: Large, Andrew <[REDACTED]>
Sent: Wednesday, 30 August 2023 5:41 PM
To: Sanfilippo, Vince; Johnson, Don
Subject: FW: HSR Onboarding
Attachments: Status HSR Onboarding_300823.docx

FYI

From: Zervaas, Anthony
Sent: Wednesday, 30 August 2023 5:28 PM
To: Ryder, David ; Dickson, Steve ; Byrne, Dominic ; Reddy, Garren ; Griffin, Justin ; Curtin, Mark
Cc: Large, Andrew ; Butler, Chris ; Credaro, Chris ; Ward, Iain
Subject: FW: HSR Onboarding

Fyi

From: Zervaas, Anthony
Sent: Wednesday, 30 August 2023 5:28 PM
To: Dean Mattas <[REDACTED]>; Dean Rielly <[REDACTED]>
Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>
Subject: RE: HSR Onboarding

Hi Gents,

Today's updated status attached for your perusal.

Please note, 3no commencing tomorrow:

- Mark McKean
- Joseph Pryor
- Adam Langford

Regards,

Anthony

From: Zervaas, Anthony
Sent: Tuesday, 29 August 2023 4:14 PM
To: 'Dean Mattas' <[REDACTED]>; 'Dean Rielly' <[REDACTED]>
Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>
Subject: HSR Onboarding

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Sent: Monday, 28 August 2023 6:20 PM

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Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

Subject: RE: HSR Onboarding

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Please note, we have interviewed Ross Love this afternoon and will proceed with the onboarding process.

Regards,

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From: Zervaas, Anthony

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To: [REDACTED]; [REDACTED]

Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

Subject: HSR Onboarding

Hi Gents,

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Will provide daily updates on progress.

Please note, we have paused the onboarding process for Michael Fisher (based on feedback from Dean Mattas) and are waiting for an alternative CV submission.

Kind Regards,

Anthony

Name	Site	Contact	Comments
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Ryan Rowley	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 He will send pre-employment details • 25/8 Will book medical once received • 25/8 4:15pm Have not received required documents • 28/8 Received Documents • 28/8 Requested medical • 28/8 Medical booked • 28/8 Awaiting medical results
Ritchie Atulolu	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Left message, text back said he would call me later • 25/8 Phone discussion and tickets requested, email sent • 25/8 4:15pm Have not received required documents • 28/8 Documents Received • Medical Requested • 29/8 Awaiting medical results
Sean Korostovertz	Albert	James Maher	<ul style="list-style-type: none"> • 25/8 Left message • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Requested • 25/8 Received Documents for DL only • 25/8 Medical booked • 28/8 Documents Received • 28/8 Awaiting Medical Results
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Sent: Thursday, 31 August 2023 5:37 PM
To: Ryder, David; Dickson, Steve; Byrne, Dominic; Reddy, Garren; Griffin, Justin; Curtin, Mark
Cc: Butler, Chris; Large, Andrew; Searle, Sonja; Ward, Iain; Credaro, Chris; Pavlich, Steve
Subject: FW: HSR Onboarding
Attachments: Status HSR Onboarding_310823.docx

Fyi

From: Zervaas, Anthony
Sent: Thursday, 31 August 2023 5:35 PM
To: Dean Mattas ; Dean Rielly
Cc: Bradley, Shane ; Tresider, Warren ; Maher, James ; Reid, Duncan ; Bush, Stephen
Subject: RE: HSR Onboarding

Hi Gents,

Today's updated status attached for your perusal.

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- Mark McKean
- Joseph Pryor
- Adam Langford

In addition 3no commencing Monday 4th September 2023:

- Ryan Rowley
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Can you please reach out to Ross Love. He needs to send his documents to our HR rep (we have booked his medical in anticipation of receipt of the documents).

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Corey Taylor	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical booked • 29/8 Awaiting medical results • 31/8 Chased medical company

Adam Langford ONBOARDED 31/8/23	Tunnel Fitout	Stephen Bush	<ul style="list-style-type: none"> 25/8 Phone discussion and tickets requested, email sent 25/8 Medical Appointment requested 28/8 Received documents 28/8 Medical Completed being reviewed by medical advisor 29/8 Medical returned no restrictions 29/8 Contract in process of being raised 29/8 PPE Order form and induction form sent – not received 30/8 Contract sent and accepted 30/8 Induction booked and commencing 31/8 31/8 Commenced
Trent Broadhurst	Boggo	Warren Tresider	<ul style="list-style-type: none"> 25/8 Phone discussion and tickets requested, email sent Will book medical once received 25/8 Medical Requested 25/8 Received Documents 25/8 Medical Booked 28/8 Awaiting Medical results 31/08 Health Management Plan Required
Ryan Rowley	Gabba	Duncan Reid	<ul style="list-style-type: none"> 25/8 Phone discussion and tickets requested, email sent 25/8 He will send pre-employment details 25/8 Will book medical once received 25/8 4:15pm Have not received required documents 28/8 Received Documents 28/8 Requested medical 28/8 Medical booked 28/8 Awaiting medical results 31/8 Medical results returned unrestricted offer to be issued commencing Monday 4/9
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Steven Amies	Albert	James Maher	<ul style="list-style-type: none"> 25/8 Phone discussion and tickets requested, email sent 25/8 He will send documents over the weekend 25/8 Medical requested as resume had information required 28/8 Documents Received 29/8 Medical Completed 29/8 Medical Results no restrictions 29/8 Contract in process of being raised 29/8 PPE Order form and induction form sent – not received 30/8 Steven needs 2 days' notice will commence Monday 4/9/2023
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From: Zervaas, Anthony <[REDACTED]>
Sent: Tuesday, 5 September 2023 3:03 PM
To: Ryder, David; Dickson, Steve; Byrne, Dominic; Reddy, Garren; Griffin, Justin; Curtin, Mark
Cc: Large, Andrew; Butler, Chris; Pavlich, Steve
Subject: FW: HSR Onboarding
Attachments: Status HSR Onboarding_05092023.docx

Fyi

From: Zervaas, Anthony
Sent: Tuesday, 5 September 2023 3:02 PM
To: Dean Mattas ; Dean Rielly
Cc: Bradley, Shane ; Tresider, Warren ; Maher, James ; Reid, Duncan ; Bush, Stephen
Subject: RE: HSR Onboarding

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Adam Langford	Tunnel Fitout	Stephen Bush	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 28/8 Received documents

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Ryan Rowley	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 He will send pre-employment details • 25/8 Will book medical once received • 25/8 4:15pm Have not received required documents • 28/8 Received Documents • 28/8 Requested medical • 28/8 Medical booked • 28/8 Awaiting medical results • 31/8 Medical results returned unrestricted offer to be issued commencing Monday 4/9 • 1/9 Offer extended commencing Monday 4/9 • 4/9 Has not accepted offer or returned Damstra Transfer form. Has not returned forms for payroll setup. • 5/9 Has retained his current role and will need to get further tickets to be the classification he wants.
Ritchie Atulolu	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Left message, text back said he would call me later • 25/8 Phone discussion and tickets requested, email sent • 25/8 4:15pm Have not received required documents • 28/8 Documents Received • Medical Requested • 29/8 Awaiting medical results • 1/9 Medical results returned no restrictions contract to be raised • 5/9 Sent Damstra Transfer Document to Ritchie, also requested Right to Work Document (Passport) as I have everything else just need this to issue contract.

Sean Korostovertz (Onboarded 4/9)	Albert	James Maher	<ul style="list-style-type: none"> • 25/8 Left message • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Requested • 25/8 Received Documents for DL only • 25/8 Medical booked • 28/8 Documents Received • 28/8 Awaiting Medical Results • 31/8 Medical back no restrictions – Offer to be issued commencing Monday 4/9 • 1/9 Offer issued commencing 4/9 • 4/9 Has not accepted offer, has returned Damstra transfer form. Has not returned forms for payroll setup. Email sent • 5/9 Completed and onboarded
Steven Amies (Onboarded 4/9)	Albert	James Maher	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets request ed, email sent • 25/8 He will send documents over the weekend • 25/8 Medical requested as resume had information required • 28/8 Documents Received • 29/8 Medical Completed • 29/8 Medical Results no restrictions • 29/8 Contract in process of being raised • 29/8 PPE Order form and induction form sent – not received • 30/8 Steven needs 2 days notice will commence Monday 4/9/2023 • 1/9 Offer issued commencing 4/9 • 4/9 Attended induction, has not accepted offer in system or returned payroll forms. • 5/9 Onboarding completed.
Ross Love	Albert		<ul style="list-style-type: none"> • 29/8 Contacted via phone and left a message • 29/8 Sent a follow up email • 29/8 Enough details on resume so requested medical booking • 29/8 Have not hear back from him yet • 30/8 Have not heard back from him yet • 31/8 Medical booking confirmed still have not received any documents from Ross • 1/9 Received documents from Ross Love • 4/9 Awaiting medical to finalise and send results
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Subject: FW: HSR Onboarding
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Please note, 3no commencing tomorrow:

- Mark McKean
- Joseph Pryor
- Adam Langford

Regards,

Anthony

From: Zervaas, Anthony
Sent: Tuesday, 29 August 2023 4:14 PM
To: 'Dean Mattas' <[REDACTED]>; 'Dean Rielly' <[REDACTED]>
Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>
Subject: HSR Onboarding

Hi Gents,

Today's updated status attached for your perusal.

Regards,

Anthony

From: Zervaas, Anthony
Sent: Monday, 28 August 2023 6:20 PM
To: Dean Mattas <[REDACTED]>; Dean Rielly <[REDACTED]>
Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>
Subject: RE: HSR Onboarding

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Please note, we have interviewed Ross Love this afternoon and will proceed with the onboarding process.

Regards,

Anthony

From: Zervaas, Anthony
Sent: Friday, 25 August 2023 4:34 PM
To: [REDACTED]; [REDACTED]
Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>
Subject: HSR Onboarding

Hi Gents,

Find attached the HSR Onboarding status for your perusal.

Will provide daily updates on progress.

Please note, we have paused the onboarding process for Michael Fisher (based on feedback from Dean Mattas) and are waiting for an alternative CV submission.

Kind Regards,

Anthony

Name	Site	Contact	Comments
Mark McKean ONBOARDED 31/8/23	Roma Street	Shane Bradley	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent 24/8 Medical Appointment requested • 24/8 Received documents • 25/8 Medical Booked • 28/8 Medical Completed being reviewed by medical advisor • 29/8 Medical returned no restrictions • 29/8 Contract raised and sent for approval with a Thursday 31/8 commencement. • 29/8 PPE Order form and induction form sent – not received • 29/8 Contract approved and sent to Mark McKean with a commencement of 31/8 • 29/8 With Mark McKean to accept and return • 30/8 Booked for induction starting 31/8 • 31/8 Commenced
Joseph Pryor ONBOARDED 31/8/23	Roma Street	Shane Bradley	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical Provider contacted me to say they had called Joseph but he had not answered, they left a message and emailed him • 25/8 Contacted Joseph and he said he would ring them straight back. • 25/8 Medical booked 1/9 • 25/8 Have had medical rescheduled for earlier • 28/8 Medical completed and reviewed – No Restrictions • 29/8 Medical received – no restrictions • 29/8 Contract in process of being raised • 29/8 PPE Order form and induction form sent and received back completed • 30/8 Contract Sent • 30/8 Spoke to Joseph he was good to commence on 31/8 Induction booked • 31/8 Commenced
Corey Taylor	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 25/8 Received documents • 25/8 Medical booked • 29/8 Awaiting medical results • 31/8 Chased medical it has been rescheduled to 1/9/2023 • 4/9 Medical completed being reviewed awaiting results. • 6/9 Medical returned no restrictions at 5:17pm • 6/9 Will raise contract and send email for Monday 11/9 commencement

Adam Langford ONBOARDED 31/8/23	Tunnel Fitout	Stephen Bush	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 28/8 Received documents • 28/8 Medical Completed being reviewed by medical advisor • 29/8 Medical returned no restrictions • 29/8 Contract in process of being raised • 29/8 PPE Order form and induction form sent – not received • 30/8 Contract sent and accepted • 30/8 Induction booked and commencing 31/8 • 31/8 Commenced
Trent Broadhurst	Boggo	Warren Tresider	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent Will book medical once received • 25/8 Medical Requested • 25/8 Received Documents • 25/8 Medical Booked • 28/8 Awaiting Medical results • 1/9 Health Management Plan under review
Ryan Rowley	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 He will send pre-employment details • 25/8 Will book medical once received • 25/8 4:15pm Have not received required documents • 28/8 Received Documents • 28/8 Requested medical • 28/8 Medical booked • 28/8 Awaiting medical results • 31/8 Medical results returned unrestricted offer to be issued commencing Monday 4/9 • 1/9 Offer extended commencing Monday 4/9 • 4/9 Has not accepted offer or returned Damstra Transfer form. Has not returned forms for payroll setup. • 5/9 Has retained his current role and will need to get further tickets to be the classification he wants. • 6/9 Issue original contract for commencement on Monday 11/9
Ritchie Atulolu	Gabba	Duncan Reid	<ul style="list-style-type: none"> • 25/8 Left message, text back said he would call me later • 25/8 Phone discussion and tickets requested, email sent • 25/8 4:15pm Have not received required documents • 28/8 Documents Received • Medical Requested • 29/8 Awaiting medical results

			<ul style="list-style-type: none"> • 1/9 Medical results returned no restrictions contract to be raised • 5/9 Sent Damstra Transfer Document to Richie, also requested Right to Work Document (Passport) as I have everything else just need this to issue contract. • 6/9 Paperwork received – contract issued for commencement on 7/9
Sean Korostovertz (Onboarded 4/9)	Albert	James Maher	<ul style="list-style-type: none"> • 25/8 Left message • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Requested • 25/8 Received Documents for DL only • 25/8 Medical booked • 28/8 Documents Received • 28/8 Awaiting Medical Results • 31/8 Medical back no restrictions – Offer to be issued commencing Monday 4/9 • 1/9 Offer issued commencing 4/9 • 4/9 Has not accepted offer, has returned Damstra transfer form. Has not returned forms for payroll setup. Email sent • 5/9 Completed and onboarded
Steven Amies (Onboarded 4/9)	Albert	James Maher	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets request ed, email sent • 25/8 He will send documents over the weekend • 25/8 Medical requested as resume had information required • 28/8 Documents Received • 29/8 Medical Completed • 29/8 Medical Results no restrictions • 29/8 Contract in process of being raised • 29/8 PPE Order form and induction form sent – not received • 30/8 Steven needs 2 days notice will commence Monday 4/9/2023 • 1/9 Offer issued commencing 4/9 • 4/9 Attended induction, has not accepted offer in system or returned payroll forms. • 5/9 Onboarding completed.
Ross Love	Albert		<ul style="list-style-type: none"> • 29/8 Contacted via phone and left a message • 29/8 Sent a follow up email • 29/8 Enough details on resume so requested medical booking • 29/8 Have not hear back from him yet • 30/8 Have not heard back from him yet • 31/8 Medical booking confirmed still have not received any documents from Ross • 1/9 Received documents from Ross Love

			<ul style="list-style-type: none"> • 4/9 Awaiting medical to finalise and send results • 6/9 Spoke to Ross and he completed his medical yesterday, results should be back by tomorrow.
Michael Fisher	Albert Street	James Maher	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent 25/8 Emailed and phoned Michael chasing documents at 1:03pm he said he just got out of a meeting was flat out and would send through in his next break. • 25/8 HR Advised not to proceed and that a suitable replacement CV will be sent through • 28/8 Withdrawn from process



From: Zervaas, Anthony <[REDACTED]>
Sent: Friday, 8 September 2023 4:55 PM
To: Ryder, David; Dickson, Steve; Byrne, Dominic; Reddy, Garren; Griffin, Justin; Curtin, Mark
Cc: Butler, Chris; Large, Andrew; Searle, Sonja; Ward, Iain; Credaro, Chris
Subject: FW: HSR Onboarding
Attachments: Status HSR Onboarding_08092023.docx

Fyi

From: Zervaas, Anthony
Sent: Friday, 8 September 2023 4:54 PM
To: 'Dean Mattas' ; 'Dean Rielly'
Cc: Bradley, Shane ; Tresider, Warren ; Maher, James ; Reid, Duncan ; Bush, Stephen
Subject: RE: HSR Onboarding

Hi Gents,

Today's update for your perusal.

Regards,

Anthony

From: Zervaas, Anthony
Sent: Wednesday, 6 September 2023 5:41 PM
To: Dean Mattas <[REDACTED]>; Dean Rielly <[REDACTED]>
Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>
Subject: RE: HSR Onboarding

Hi Gents,

Today's update for your perusal.

Regards,

Anthony

From: Zervaas, Anthony
Sent: Tuesday, 5 September 2023 3:02 PM
To: Dean Mattas <[REDACTED]>; Dean Rielly <[REDACTED]>
Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>
Subject: RE: HSR Onboarding

Hi Gents,

Today's update for your perusal.

Regards,

Anthony

From: Zervaas, Anthony

Sent: Thursday, 31 August 2023 5:35 PM

To: Dean Mattas <[REDACTED]>; Dean Rielly <[REDACTED]>

Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

Subject: RE: HSR Onboarding

Hi Gents,

Today's updated status attached for your perusal.

The following commenced today:

- Mark McKean
- Joseph Pryor
- Adam Langford

In addition 3no commencing Monday 4th September 2023:

- Ryan Rowley
- Sean Krostovertz
- Steve Amies

Can you please reach out to Ross Love. He needs to send his documents to our HR rep (we have booked his medical in anticipation of receipt of the documents).

Regards,

Anthony

From: Zervaas, Anthony

Sent: Wednesday, 30 August 2023 5:28 PM

To: Dean Mattas <[REDACTED]>; Dean Rielly <[REDACTED]>

Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

Subject: RE: HSR Onboarding

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Please note, 3no commencing tomorrow:

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- Joseph Pryor
- Adam Langford

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Anthony

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Sent: Tuesday, 29 August 2023 4:14 PM

To: 'Dean Mattas' <[REDACTED]>; 'Dean Rielly' <[REDACTED]>

Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

Subject: HSR Onboarding

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From: Zervaas, Anthony

Sent: Monday, 28 August 2023 6:20 PM

To: Dean Mattas <[REDACTED]>; Dean Rielly <[REDACTED]>

Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

Subject: RE: HSR Onboarding

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Please note, we have interviewed Ross Love this afternoon and will proceed with the onboarding process.

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Anthony

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Sent: Friday, 25 August 2023 4:34 PM

To: [REDACTED]; [REDACTED]

Cc: Bradley, Shane <[REDACTED]>; Tresider, Warren <[REDACTED]>; Maher, James <[REDACTED]>; Reid, Duncan <[REDACTED]>; Bush, Stephen <[REDACTED]>

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			<ul style="list-style-type: none"> • 7/9 Waiting to receive all of Corey's tickets and forms filled in will issue contract as soon as everything received. • 8/9 Contract Sent, Induction booked for a commencement of Monday 11/9
Adam Langford ONBOARDED 31/8/23	Tunnel Fitout	Stephen Bush	<ul style="list-style-type: none"> • 25/8 Phone discussion and tickets requested, email sent • 25/8 Medical Appointment requested • 28/8 Received documents • 28/8 Medical Completed being reviewed by medical advisor • 29/8 Medical returned no restrictions • 29/8 Contract in process of being raised • 29/8 PPE Order form and induction form sent – not received • 30/8 Contract sent and accepted • 30/8 Induction booked and commencing 31/8 • 31/8 Commenced
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			<ul style="list-style-type: none"> 8/9 Same as yesterday however he called and said he would send info through - all ready to commence on Monday 11/9
Ritchie Atulolu (onboarding completed 7/9)	Gabba	Duncan Reid	<ul style="list-style-type: none"> 25/8 Left message, text back said he would call me later 25/8 Phone discussion and tickets requested, email sent 25/8 4:15pm Have not received required documents 28/8 Documents Received Medical Requested 29/8 Awaiting medical results 1/9 Medical results returned no restrictions contract to be raised 5/9 Sent Damstra Transfer Document to Richie, also requested Right to Work Document (Passport) as I have everything else just need this to issue contract. 6/9 Paperwork received – contract issued for commencement on 7/9 7/9 Onboarded 8/9 just waiting on Damstra transfer form
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			<ul style="list-style-type: none"> • 30/8 Steven needs 2 days notice will commence Monday 4/9/2023 • 1/9 Offer issued commencing 4/9 • 4/9 Attended induction, has not accepted offer in system or returned payroll forms. • 5/9 Onboarding completed.
Ross Love	Albert		<ul style="list-style-type: none"> • 29/8 Contacted via phone and left a message • 29/8 Sent a follow up email • 29/8 Enough details on resume so requested medical booking • 29/8 Have not hear back from him yet • 30/8 Have not heard back from him yet • 31/8 Medical booking confirmed still have not received any documents from Ross • 1/9 Received documents from Ross Love • 4/9 Awaiting medical to finalise and send results • 6/9 Spoke to Ross and he completed his medical yesterday, results should be back by tomorrow. • 7/9 Waiting for medical results chased today should arrive tomorrow • 8/9 Chased medical results still not back yet – followed up with call to CPB medical team to help escalate
Michael Fisher	Albert Street	James Maher	<ul style="list-style-type: none"> • 24/8 Phone discussion and tickets requested, email sent 25/8 Emailed and phoned Michael chasing documents at 1:03pm he said he just got out of a meeting was flat out and would send through in his next break. • 25/8 HR Advised not to proceed and that a suitable replacement CV will be sent through • 28/8 Withdrawn from process

[REDACTED]

From: Zervaas, Anthony <[REDACTED]>
Sent: Tuesday, 3 October 2023 11:32 AM
To: Large, Andrew
Subject: RE: HSR

Andrew,

- Ross Love (Albert Station) commences this week. NB: Ross wasn't on the original list and is a replacement for Michael Fisher who withdrew his interest in the role.
- Trent Broadhurst (Boggo Station) – red flagged during medical (refer below)

From: Kalesh Seevnrain <[REDACTED]>

Sent: Tuesday, September 12, 2023 5:56:13 PM

To: Jacobs, Mark <[REDACTED]>; Adams, Sarah <[REDACTED]>; Butler, Chris <[REDACTED]>

Cc: Fokes, Hayley <[REDACTED]>

Subject: Re: Trent Broadhurt

CAUTION: This email originated from outside of the Organisation.

Dear Mark

Thank you for your phone calls today.

As indicated in my previous correspondence, Mr Broadhurt's medical documentation has been reviewed and he is considered as high risk. There is no other medication.

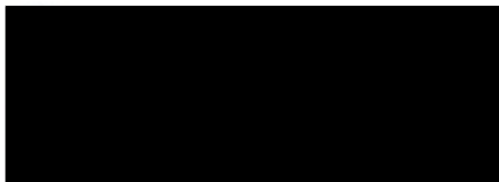
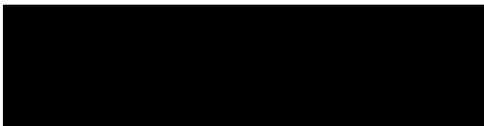
Kind regards

Kalesh



Dr Kalesh Seevnrain

MBCHB (NATAL) MBA M MED FCPHM(SA) OCC MED RACP FAFOEM
MCIME
OCCUPATIONAL PHYSICIAN



From: Large, Andrew

Sent: Tuesday, 3 October 2023 10:44 AM

To: Zervaas, Anthony

Subject: HSR

Anthony

Which HSR'S are still outstanding if any?



DR KALESH SEEVNARAIN
Consultant Occupational Physician

MBCHB (NATAL) MBA M MED FCPHM(SA) OCC MED
RACP FAFOEM MCIME
Provider No. 5538 682H

06/09/2023



Mark Jacobs
National Manager Injury Management
CPB Contractors
520 Wickham Street
Fortitude Valley QLD 4006

Dear Mark

Re: Trent BROADHURST

Thank you for your request to review Mr Trent Broadhurst's pre-employment medical.

In my opinion Mr Broadhurst is at high risk of a possible workplace injury and is at high risk of injury to himself or others.



Working in safety critical roles and in a high-risk construction environment may place him and/or others at increased risk.

Noting the conditions and the medications, I am unable suggest a viable Health Management Plan to mitigate these risks.

Kind regards



Dr Kalesh Seevnarain
Consultant Occupational Physician
Provider Number [REDACTED]

Calder, Sarah

From: Large, Andrew <[REDACTED]>
Sent: Monday, 9 October 2023 9:11 AM
To: Johnson, Don
Cc: Zervaas, Anthony
Subject: FW: HSR

Don
All HSR's are on board as of today except Trent Broadhurst (Boggo)
As discussed last week we have pursued with Dr Kalesh a proposed work plan and expressed that he will be only doing minimal physical work.
The response below is on that basis so we need to respect this guys medical view as an occupational physician for CPB.
Jade needs to promote someone else.

From: Zervaas, Anthony
Sent: Wednesday, 4 October 2023 6:56 AM
To: Large, Andrew
Subject: RE: HSR

AL,
I have just been advised that Ross Love will commence next Monday as he hadn't given his existing employer 7 day's notice.

Regards,
AZ

From: Zervaas, Anthony
Sent: Tuesday, 3 October 2023 11:32 AM
To: Large, Andrew <[REDACTED]>
Subject: RE: HSR

Andrew,

- Ross Love (Albert Station) commences this week. NB: Ross wasn't on the original list and is a replacement for Michael Fisher who withdrew his interest in the role.
- Trent Broadhurst (Boggo Station) – red flagged during medical (refer below)

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Sent: Tuesday, September 12, 2023 5:56:13 PM
To: Jacobs, Mark <[REDACTED]>; Adams, Sarah <[REDACTED]>; Butler, Chris <[REDACTED]>
Cc: Fokes, Hayley <[REDACTED]>
Subject: Re: Trent Broadhurt

CAUTION: This email originated from outside of the Organisation.

Dear Mark

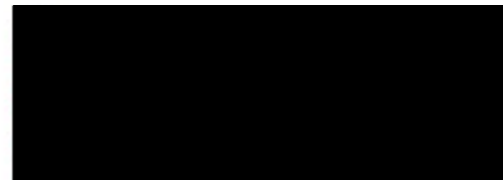
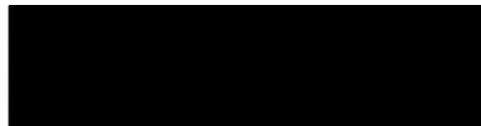
Thank you for your phone calls today.

As indicated in my previous correspondence, Mr Broadhurt's medical documentation has been reviewed and he is considered as high risk. There is no other recommendation that could be made. Mr Broadhurt's treating doctor medication.

Kind regards
Kalesh



Dr Kalesh Seevnarain
MBCHB (NATAL) MBA M MED FCPHM(SA) OCC MED RACP FAFOEM
MCIME
OCCUPATIONAL PHYSICIAN



This message is intended for the personal and CONFIDENTIAL use of the designated recipient(s) named above. If you

From: Large, Andrew <[REDACTED]>
Sent: Tuesday, 3 October 2023 10:44 AM
To: Zervaas, Anthony <[REDACTED]>
Subject: HSR

Anthony
Which HSR'S are still outstanding if any?