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COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE CONSTRUCTION INDUSTRY

STATEMENT OF SARINA WISE


I, **Sarina Erika Wise**, of [REDACTED], [REDACTED], Executive Director of Compliance and Field Services, a division within Workplace Health and Safety Queensland, in the State of Queensland, solemnly and sincerely declare:

Preliminary matters

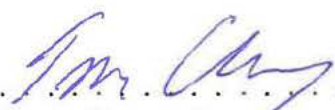
1. I am currently employed as the Executive Director, Compliance and Field Services for Workplace Health and Safety Queensland (**WHSQ**), within the Office of Industrial Relations (**OIR**). I have been in this role since 16 October 2023.
2. I have prepared this statement to assist the Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry (**Commission**) including to respond to a notice issued by the Commission (**Notice**).
3. Having regard to the terms of the Notice, and noting the frequency with which I have engaged with the CFMEU in my role, I acknowledge that there may be further information I could provide to the Commission which is, strictly speaking, relevant to the terms. I however confirm that the matters discussed below are the most significant and most relevant that come to mind, as per the terms of the Notice.
4. The contents of this statement are true, except where they are stated on the basis of information and belief, in which case they are true to the best of my knowledge.

Previous relevant experience

5. I hold a Graduate Certificate in Government Investigations and Management from Charles Sturt University.

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Sarina Erika Wise


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Witness (Lawyer)

6. Before I moved to Queensland and since 16 March 2009, I was employed by a number of New South Wales (NSW) Government regulators in compliance and operational leadership roles, developing extensive expertise in enforcement, investigations, and risk-based regulation, including the following:
- a) For six years, I worked for SafeWork NSW, the State's equivalent Workplace Health and Safety ('WHS') regulator, where I held multiple leadership roles. Most recently, I held a senior executive role as the Director, WHS Metro Operations, overseeing the Sydney Metropolitan inspectorate. I was accountable for delivering proactive compliance programs, leading WHS inspection and investigation activities, and ensuring consistent and effective regulation of WHS legislation in NSW.
 - b) Before joining SafeWork NSW, I worked across several NSW public sector agencies in compliance, investigation, and regulatory roles since 2009. These positions involved monitoring compliance with legislative obligations, conducting investigations, issuing statutory notices, and providing education and advisory support to regulated entities. I performed both leadership and operational roles in a variety of state regulatory agencies during this period. These experiences established for me a strong foundation in regulatory practice, stakeholder engagement, and evidence-based compliance and enforcement.
7. On the basis of my prior experience, I came into my current role in Queensland with a solid understanding of how a strong regulatory system can and should function.

Current role

8. In my current role as Executive Director, Compliance and Field Services for WHSQ, I lead statewide regulatory operations and strategic compliance activities designed to assist in improving workplace health and safety outcomes across Queensland. I currently lead approximately 320 staff in total, across 15 office locations, overseeing Queensland's WHS compliance and regulatory functions.



Sarina Erika Wise



Witness (Lawyer)

9. My position involves me having high level oversight of operational functions of the WHSQ Inspectorate, Statewide Investigations Unit and other supporting operational functions within WHSQ, including Advisory and Assessment, which contains the complaint and incident triaging function.
10. At present, I have eight direct reports, as follows:
- a) Jacqueline Curtis, Regional Director, Moreton, Sunshine Coast and Wide Bay Region;
 - b) Kenneth Cooper, Acting Director, Advisory and Assessment;
 - c) Kym Tollenaere, Regional Director, Southwest and Gold Coast Region;
 - d) David McKenzie, Director, Statewide Investigations;
 - e) Paul Smith, Regional Director, North Queensland Region;
 - f) Gregory Vakaci, Director, Program and Operational Support;
 - g) Robert McDonald, Regional Director, Brisbane Central; and
 - h) Zita Beuth, Director, Office of Executive Director CFS.

Attached and marked **SW-1** is a copy of the current management structure for Compliance and Field Services (**CFS**), within WHSQ.

11. After commencing my role with WHSQ on 16 October 2023, I quickly identified significant issues across WHSQ, including cultural and operational dysfunction, a lack of strategy, inadequate governance frameworks, and deep regulatory capture by the CFMEU. These problems contributed to a challenging internal culture, with numerous unresolved human resources matters that, in my assessment, had not been properly addressed by previous leadership. As an example, when I commenced as Executive Director there were approximately 60 unresolved human resources matters, and by comparison I am presently dealing with approximately eight.
12. When I moved to Queensland from NSW, I was experienced in managing complex stakeholders and having robust conversations with stakeholders in a regulatory


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Witness (Lawyer)

environment, especially within the context of a tripartite landscape where unions play a significant role alongside the regulator and employers in WHS. However, before commencing my role at WHSQ, I had never witnessed the nature of engagement with senior departmental staff, and generally aggressive conduct toward departmental staff, as I have encountered in my dealings and observation of the CFMEU in Queensland. These issues are canvassed in detail below.

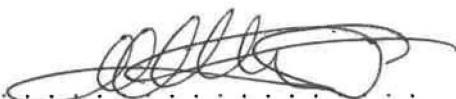
Concerns about the influence of the Union on people or procedures with WSHQ/OIR and details about those concerns


Initial selection process for position of Executive Director, Compliance & Field Services

13. I first applied for the role of Executive Director, Compliance and Field Services, in late 2022, via the Queensland government website, Smart Jobs.
14. I was successful during the initial stage of the recruitment process and was invited to an interview in Brisbane on 6 December 2022 (**the Interview**).
15. I was informed that the recruitment panel members would be:
 - a) Kym Bancroft, Deputy Director General OIR;
 - b) Robert Djukic, Chief Operating Officer, Resources Safety and Health Queensland;
 - c) Craig Dearling, General Manager Work Services, Master Builders Queensland; and
 - d) Kurt Pauls of the CFMEU.


Attached and marked **SW-2** is a copy of an email dated 6 December 2022 from the recruitment agency confirming the particulars of the Interview and the membership of the recruitment panel.


16. I was surprised to see that Mr Dearling and Mr Pauls were named as being members of the panel because my experience in the public sector in NSW was that recruitment panels for government roles consisted solely of public servants.


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Witness (Lawyer)

17. At the interview, Mr Dealing, Mr Pauls and Robert Djukic were present along with Kym Bancroft and another person whose role appeared to be taking notes. During the interview, I recall that members of the recruitment panel asked me a number of questions I considered to be conventional within the context of an interview for an Executive Director for Compliance and Field Services, including questions relevant to my prior experience.
18. However, I was surprised by some of the questions asked by Mr Pauls during the Interview and found them to be unconventional within the context of the advertised role. As an example, I recall words to the following effect were exchanged between Mr Pauls and me during the Interview:
- Mr Pauls: Are you willing to get your boots on and come out on site? Previous Executive Directors have done this. Would you?
- Me: I would have to assess each case on its merits. If I did, it would need to be proportionate to whether my presence was needed.
- Mr Pauls: Who from the unions do you know in NSW? Give me names.
- Me: I don't recall names. I would need to come back to you with names that I had dealt with in the past.
19. It was, and is, my opinion that it would not be practical or appropriate for a senior executive of WHSQ to regularly attend worksites in the manner suggested by Mr Pauls. That, however, is what I understood Mr Pauls to be expecting of the new Executive Director for Compliance and Field Services. Attending worksites is the core function of inspectors. Therefore, Mr Pauls' question surprised me.
20. I had never before attended an interview where I had been asked to name stakeholders and at the time of the Interview, I wondered whether Mr Pauls was asking that question as a means to obtain information about me from union contacts in NSW.
21. In January 2023, I was advised by the recruiter that I was the preferred candidate in the recruitment process and I provided all of the formal documentation that was


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Witness (Lawyer)

required. A few weeks later, I phoned the recruiter for an update and was told that the process had been compromised and that it would need to be re-started.

22. I was never given clear details from the recruiter as to what happened. However in email correspondence of 8 February 2023, the recruiter referred in general terms to the integrity of the process having been compromised.

Attached and marked **SW-3** is a copy of the email dated 8 February 2023 from the recruitment agency.

Subsequent selection process for position of Executive Director, Compliance & Field Services


23. A second recruitment process was subsequently commenced for the role, and I progressed to an interview.

24. I learned on 12 July 2023 by email that the panel members who were to conduct the second interview were to be:

- a) Megan Barry, Deputy Director-General, People, Information and Communication Services, Department of Education;
- b) Robert Djukic, Chief Operating Officer, Resources Safety and Health Queensland;
- c) Craig Dearling, General Manager Work Services, Master Builders Queensland; and
- d) Kurt Pauls of the CFMEU.

Attached and marked **SW-4** is a copy of an email dated 12 July 2023 from the recruitment agency confirming the particulars of the second interview and the membership of the recruitment panel.

25. I attended that interview on 14 July 2023. Mr Pauls was not present. At the interview I was told that Mr Pauls was no longer part of the recruitment panel.


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Witness (Lawyer)

26. I was successful in the second recruitment process and started my role with OIR on 16 October 2023.

Helen Burgess

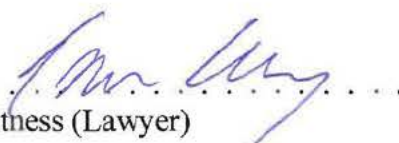
27. As noted above, I commenced my role as Executive Director, Compliance and Field Services on 16 October 2023.

28. At that time, I had seven direct reports, as follows:


- a) Kym Tollenaere, Regional Director, Southwest and Gold Coast Region;
- b) Dale Blight, A/Regional Director, Sunshine Coast and Wide Bay Region;
- c) Paul Smith, Regional Director, North Queensland Region;
- d) David McKenzie, Director, Statewide Investigations;
- e) Johanna Sutherland, Director, Licensing and Advisory Services;
- f) Christopher Coxon, Regional Director, Compliance Support Services and Asbestos Compliance Unit; and
- g) Helen Burgess, Director, Construction Strategy Unit.

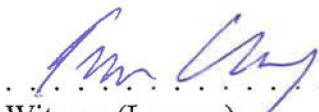
29. A number of staff I spoke to within WHSQ told me of incidents before my arrival involving Ms Burgess, which, in my estimation, could be characterised as involving bullying and abusive behaviours by her. I was also told that a number of formal complaints had historically been made by staff members with respect to Ms Burgess' prior conduct. For example, in a conversation with one of my Regional Directors, I asked what her experiences were working for Ms Burgess and she proceeded to provide an example of an incident prior to my appointment, where the Regional Director was in the late stages of pregnancy and Ms Burgess shouted at her over the phone for an extended period in relation to a CFMEU related matter. I asked the Regional Director whether she reported the incident to the then Executive Director, Marc Dennett and she confirmed that she had, and his response was words to the effect of: *when you return from maternity leave I will make sure you don't have to report to her*. I recall being shocked by the Regional Director's disclosure and her reporting that no appropriate action was taken by Mr Dennett.


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Sarina Erika Wise



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Witness (Lawyer)


30. The above is one example of Ms Burgess' behaviour that stood out to me. However, I have been made aware of numerous examples of similar historical conduct involving Ms Burgess and other members of my staff, prior to my appointment.
31. During my first few weeks I met with each of my direct reports, including Ms Burgess, in order to better understand their roles. From speaking with some of the other Directors, I was made aware that Ms Burgess was not trusted by the wider group and it was alleged that she was leaking information to the CFMEU. Some of my Directors explained to me they were not comfortable discussing matters in open forums where Ms Burgess was present due to the likelihood of her sharing that internal information with the CFMEU.
32. It quickly became apparent to me that Ms Burgess was not trusted by many staff and that there was significant history relating to Ms Burgess' alleged poor and inappropriate conduct and behaviours toward staff from her time as Director of the Construction Inspectorate.
33. I understand that prior to my arrival at WHSQ, it was typical for a supervisor of Ms Burgess' seniority to have in excess of 40 inspectors under their supervision. By the time I commenced employment with WHSQ in October 2023 the number of inspectors under Ms Burgess' supervision had been reduced to two, John Azcune and Brian Drake.
34. I first met with Ms Burgess for a one-on-one introductory meeting on 24 October 2023. During the meeting I inquired with Ms Burgess as to why she no longer managed construction, and why she only had two inspectors under her supervision at that time. In response, Ms Burgess said words to the effect of: *They took my old job off me. I have been unfairly treated. Nobody has told me when I will get my old job back.*
35. Approximately two weeks later, I met with the Ethical Standards Unit of OIR (ESU) in an effort to better understand potential performance and conduct issues relating to Ms Burgess, noting that I was her supervisor at that time.


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Sarina Erika Wise


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Witness (Lawyer)

36. At that meeting, ESU advised that there was a formal investigation on foot with respect to Ms Burgess with involvement of the Crime and Corruption Commission (CCC). I was advised that further details could not be provided to me at that time, I decided not to pursue my inquiries relating to Ms Burgess any further, given the involvement of the CCC. I did not receive any further update regarding the investigation into Ms Burgess and do not know the outcome of the investigation.
37. On 23 November 2023, I met with Peter McKay, then Deputy Director General of OIR, who was my supervisor at that time, to discuss my observations after being in the role for approximately six weeks. In this meeting, I recommended to Mr McKay that Ms Burgess be removed from CFS.
38. My recommendation was informed by both my conversations with Ms Burgess and my discussions with colleagues, including Directors within CFS. I explained to Mr McKay that trust was broken with Ms Burgess' peers, and that if I was to develop a high-performance culture within CFS, I needed to start afresh without Ms Burgess in the group. I also explained my concerns around the optics and reputational risk WHSQ was carrying if Ms Burgess remained in the compliance division within WHSQ given the ongoing matters and her overall internal reputation.
39. Mr McKay said he shared my concerns and said that other outstanding matters would need to be completed before Ms Burgess would be moved.
40. Thereafter, I periodically followed up my recommendation with Mr McKay to remove Ms Burgess from CFS.
41. Further relevant conduct of Ms Burgess which I wish to raise occurred in May 2024.
42. On 22 May 2024 at 7:06 am Tim Ellis, Safety Manager for the Coomera Connect project emailed me complaining that WHSQ inspectors had attended his worksite on two consecutive days who were apparently unaware of each other's attendance. Further, in relation to the second inspection, Mr Ellis said that the inspector stated that he had been directed to attend the site by Helen Burgess at WHSQ. The inspector also said, according to Mr Ellis' email, that the Minister had directed the


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proactive weekly visits at that site. I had not been advised by the Minister's office or my superiors of this requirement.

Attached and marked **SW-5** is a copy of Mr Ellis' email dated 22 May 2024.

43. I responded to Mr Ellis the same day (at 3:52 pm) acknowledging his email, noting that his information would assist me in making further operational improvements and encouraging him to provide further feedback.

Attached and marked **SW-6** is a copy of my email to Mr Ellis dated 22 May 2024.

44. That afternoon, I sent Mr Ellis' email to OIR's Ethical Standard Unit (**ESU**) to action.

Attached and marked **SW-7** is a copy of my email to ESU dated 22 May 2024 and response from ESU.


45. Later still that afternoon, I received an email from Mr McKay. ESU had made Peter McKay aware of my referral to them. Mr McKay responded to ESU and to me noting that there had been no requests from the Minister or her office to undertake weekly site visits of this or other major projects.


Attached and marked **SW-8** is a copy of Mr McKay's email to ESU and myself dated 22 May 2024.

46. In May 2024, I prepared a brief for Mr McKay, in consultation with Andrea Fox, Executive Director, Engagement and Policy Services (**Proposal**). The Proposal was for the Compliance and Strategy Unit and Engagement and Policy Services to be merged into one centralised unit and renamed, Industry Standards and Supports. My brief also recommended that the Deputy Director General decide where the team would be positioned within OIR. I anticipated that this would result in Ms Burgess being moved out of CFS into a new role which would not involve management of any compliance activities.

47. On 23 May 2024, Mr McKay told me he agreed to the Proposal, and we met with Ms Burgess, who was told that she would be moved out of CFS. Ms Burgess was upset and asked why she was being moved, to which I responded with words to the effect

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of: *Your peers do not respect you. Your peers do not feel comfortable talking in front of you at meetings. How can I manage a leadership group where the trust has been broken to this degree? Both you and I cannot change the perception your peers have of you and therefore something needs to change.*

48. Ms Burgess became emotional at this point, and I was concerned for her wellbeing. I therefore invited Ms Burgess to have a coffee, and we left Mr McKay and attended a coffee shop at 1 William Street together. We did not discuss the Proposal further upon leaving the meeting with Mr McKay, except to reinforce with her what she needed to do next by way of providing additional information on the functions that needed to remain in CFS versus what could be moved.
49. The Proposal was formally signed off by Donna Heelan, Acting Deputy Director General, on 3 June 2024, in Mr McKay's absence.

Attached and marked **SW-9** is a true and accurate copy of internal correspondence relating to the Proposal between 31 May 2024 and 4 June 2024.


50. I recall that the Proposal was subsequently enacted and Ms Burgess began reporting under the Specialist Health and Safety Services division. The two inspectors, John Azcune and Brian Drake, were retained in CFS along with the compliance functions.

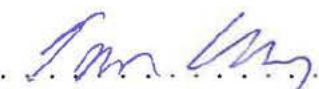
Cease Unsafe Work Order

51. Prior to my appointment, Ms Stacey Ozlins was acting in the Executive Director role. After I commenced as Executive Director, I was made aware that a Cease Unsafe Work Order (**Cease Work Order**) had been issued on 6 October 2023, pursuant to section 85 of the *Work Health and Safety Act 2011* (Qld).

Attached and marked **SW-10** is a copy of an email chain comprising an email from Karin Brailey Ponting dated 6 October 2023 setting out the Cease Work Order and an email response on the same day from Stacey Ozolins, Acting Executive Director of Compliance and Field Service requesting that the Cease Work Order be lifted.

52. The context and details of the Cease Work Order are explained in Ms Brailey Ponting's email to Ms Ozlins at **SW-10** and includes the following:


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Sabrina Erika Wise


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Witness (Lawyer)

Good morning Stacey,

Many thanks for meeting up earlier today with myself as well as on Wednesday with the effected HSRs to try to resolve the unresolved WHS matter oi Inspectors being filmed at worksites by union officials, the footage being placed onto social media attracting comments that give rise to cyberbullying of WHS Inspectors in the construction team.

I want to firstly thank you for your efforts and acknowledge the work that has been done to date to attempt to resolve this matter amongst addressing other adjunct psychosocial hazards that have arisen within the construction team.

Since 31 March 2023, construction inspectors (predominantly in the south east Queensland area) have been subject to a union official (namely Matthew Vonhoff) taking footage of inspectors at workplaces attended to by the official, having the footage edited and the edited footage placed up onto the social media platform Facebook. These social media posts allow for comments by the general public and have collectively amassed over 250, 000 views.

Comments directed towards inspectors (namely inspectors in the footage) identified the inspector by name and have attracted negative comments about the inspectors physical appearance, suggesting multiple inspectors are participating in corrupt conduct as well as comments suggesting an inspector participates in sexual activities with minors. Further to this, an inspector has continued being filmed after they completed works at the workplace and were followed by the official as they were returning to their vehicle. Additionally, an inspector shown in one post was directly identified in an unrelated matter from the social media post and the inspector was subsequently threatened with physical violence with a grinder.


The HSRs covering the workers affected by this risk believe that these activities give rise to a serious risk, and the risk of exposure is imminent. This level of risk meets the threshold for a HSR to be able to direct a worker in their workgroup to cease work. As a result, the HSRs in the south east Queensland area will be directing the workers in their work group to cease the unsafe work listed below;


Conducting activities as a WHS inspector at workplaces where;

- it is likely that union officials will be present, and,*
- it is likely that footage has the potential to be taken and,*
- it is likely that the footage will be placed onto social media platforms for the purpose of creating psychological risk of harm to WHS inspectors.*

When these directions have been communicated to the workers in the work groups I will update you specifically.

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Witness (Lawyer)

Attached and marked **SW-11** is a copy of an internal document that I reviewed with screenshots of social media posts on the CFMEU Facebook site which relate to WHSQ inspectors.

53. On 6 November 2023, I attended a conciliation session at the Queensland Industrial Relations Commission (**QIRC**) relating to the Cease Work Order, at which an agreement was reached on the proviso that WHSQ implement a range of controls, including: a cyber abuse guideline, a letter being drafted to Michael Ravbar of the CFMEU requesting removal of social media posts and a workflow on how inspectors can notify allegations to the Statewide Investigations Unit. On 8 November 2023, the Cease Work Order was lifted.

Attached and marked **SW-12** is a copy of a document setting out the various controls proposed by the HSR's and the WHSQ response to same.

54. The lack of appropriate internal WHS policies and procedures needed to be addressed and I did so by taking steps to have appropriate policies prepared and implemented including the following:
- a) The Cyber Abuse Guideline,
 - b) The Workflow for Referring matter to Statewide investigations, and
 - c) Triaging questions to be asked for Right Entry Matters
55. For further context, OIR did not have a policy relating to managing general psychosocial harm for workers as was required under the *Work Health and Safety Act 2011* (Qld) and *Work Health and Safety (Psychosocial Risks) Amendment Regulation 2022* (Qld). I repeatedly raised concerns in regards to this with the Corporate Division within OIR, noting it was a breach of WHS legislation. A policy addressing this was introduced on 8 October 2024.

Triaging complaints and statutory requests


56. When I joined WHSQ it quickly became apparent that the designated telephone number (**1300 Number**) for CFS management of general inquiries, notifications and

complaints from all stakeholders, including union stakeholders, including the CFMEU, was not being used by the CFMEU in the manner intended.

57. Instead, Mr McKay was receiving phone calls on his mobile phone from members of the CFMEU. After such calls, Mr McKay would convey the requests of the CFMEU and seek my assistance, either verbally, by text or through email.
58. I asked Mr McKay why the CFMEU were calling him directly and not using the 1300 Number, noting that in the equivalent regulator in NSW, all unions would use a public hotline, as opposed to calling senior departmental staff. Mr McKay advised me that it was the current arrangement that the CFMEU would call him directly in this fashion.
59. In an effort to assist Mr McKay, I offered to field the calls from the CFMEU in lieu of him. Mr McKay said that would be preferred however said words to the effect of: *When we find the right time I will look to make that happen.*
60. On 22 November 2023, at a Workplace Health and Safety Board Meeting, in the break, I told Kurt Pauls of the CFMEU that he could contact me in lieu of Mr McKay, to which Mr Pauls responded with words to the effect of: *We only call the top dog. Your time will come.* I made the offer to Mr Pauls in an effort to alleviate Mr McKay's workload with a view to ultimately transitioning the CFMEU calls to the 1300 number.
61. On 23 April 2024, Mr Pauls contacted me in the morning, requesting assistance with respect to a worksite Right of Entry request. He would occasionally call me directly when he could not get hold of Mr McKay. During this period, there were numerous requests similar to this one, whereby inspectors would attend a site and report back that the reason for the CFMEU not being able to access the site was their refusal to sign the Visitor Register, which was a condition of entry for the site. I responded to Mr Pauls' request and then attended to other duties. A few hours later I was chairing a meeting and Mr Pauls attempted to call me. As I could not answer I sent a text message to Mr Pauls explaining I was unavailable and suggesting that he should call the 1300 Number if he needed immediate assistance. I spoke to Mr Pauls later that day via telephone, and Mr Pauls was abusive in tone, saying words to the effect of:

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Witness (Lawyer)


How dare you refer me to the 1300 number. I won't be dealing with an AO5 for my urgent construction matters.

Attached and marked **SW-13** is a copy of text messages exchanged between myself and Mr Pauls of 23 April 2024.

62. Separately, I also recall around this period, being approximately April 2024, numerous instances of inspectors being requested to attend Right of Entry matters relating to the CFMEU and that upon WHSQ inspectors' attendance, the CFMEU member workers would stop work. This would cause delays and on many occasions, would result in the business operators asking for inspectors to direct the workers to restart their work. However, given the industrial nature of such circumstances, WHSQ inspectors did not have authority to intervene in this manner and would refer the business operators to the QIRC.
63. On 29 May 2024, I met with Kurt Pauls, the Electrical Trades Union (**ETU**), the Plumbing and Pipe Trades Employees Union, Peter McKay and Donna Heelan. I recall the following from the meeting:
- a) Mr McKay was leaving the OIR and Ms Heelan was to act in his role, and future arrangements were discussed.
 - b) Mr Pauls said that the CFMEU should get all WHSQ Regional Director telephone numbers and escalate matters to myself in lieu of Mr McKay.
 - c) In response, I said that we should provide the construction unions their own centralised '1300' contact number (**Construction Union Number**). In support of this proposition, I noted that the Construction Union Number would allow for their inquiries to be directed to the appropriate person as quickly as possible, and would avoid the likely scenario of myself or the Regional Directors being uncontactable.
 - d) I considered it important that the CFMEU calls be appropriately triaged because:
 - (i) The Regional Directors and I could not be on call 24 hours a day;

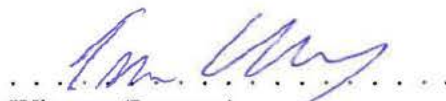
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- (ii) The Regional Directors and I had a broad range of core duties central to the functioning of WHSQ, and the responsibility of triaging CFMEU calls would hinder our ability to perform those duties efficiently and it would cause disorder within the operation of WHSQ; and
 - (iii) The 1300 Number was used to notify WHSQ of serious incidents and fatalities, and to field inquiries from other unions, the Queensland Police Service, the Queensland Ambulance Service and members of the public. As such, the current model, whereby the CFMEU bypassed all other inquiries to WHSQ, regardless of the priority level of their inquiries, could result in negative outcomes, particularly in terms of worker safety.
- e) My offer of the Construction Union Number was not accepted as a way forward by the attendees at the meeting, but they did not give me a reason why it was not acceptable. If a reason had been identified to me as to why my proposal was not acceptable, I would have offered an appropriate response and solution.
- f) During the same meeting, ETU and CFMEU representatives, Kurt Pauls and Chris Lynch raised issues about the competence of WHSQ inspectors and shared their dissatisfaction with how WHSQ functioned, citing a variety of examples where, in their view, inspectors had not performed their duties how the unions thought they should have. Mr Lynch and Mr Pauls were aggressive in their approach during the meeting. Mr Lynch at one stage was shouting words to the effect of: *the inspectors are fucken hopeless and nothing is being done about it. With the amount of infrastructure coming in Brisbane workers' lives will be lost because your inspectors don't know what they are doing.* I responded firmly with words to the effect of: *I am working through matters. I am still new to the role and need more time to make solid changes.* Mr Pauls responded with words to the effect of: *You have been here for months now.* I went on to say words to the effect of: *I am managing a number of performance matters and I cannot discuss those matters with you. I have also recently created a Brisbane Central Region to assist with the upcoming increase of*


Sariya Erika Wise


Witness (Lawyer)

infrastructure projects. My responses seemed to diffuse the aggression of Mr Pauls and Mr Lynch.

64. I was surprised by the behaviour of the union representatives in this meeting and that senior executives did not feel comfortable in defending themselves from being berated and severely criticised. I was not going to accept this poor behaviour and felt the need to firmly and professionally respond.
65. On 7 August 2024, I finalised a brief to Donna Heelan (**Triage Proposal**), Acting Deputy Director General of the OIR, proposing the implementation of a new triage model for CFS management of general inquiries, Right of Entry requests and complaints from union stakeholders, including the CFMEU, which was subsequently submitted to Ms Heelan.


Attached and marked **SW-14** is an email from Mr Bruce Awai, Office Manager of the Office of Deputy-Director, OIR dated 8 August 2024 submitting the brief to Ms Heelan.

66. As at 7 August 2024, the majority of these union requests received by CFS were from the CFMEU. At that time, the CFS process for management of union requests, as agreed at the meeting of 29 May 2024 discussed at above, involved direct contact between the four Regional Directors of CFS and the unions, which posed the following difficulties:
- a) There was a high number of recorded interactions between Regional Directors and the CFMEU (as high as 10 interactions with one Regional Director on one day);
 - b) There was an expectation that Regional Directors be available to speak with the CFMEU after business hours;
 - c) Regional Directors are not provided with the same range of mechanisms and resources to support them, as are present in our Assessment Services team;
 - d) I was receiving a high number of calls from the CFMEU when they were not getting the response from the Regional Directors that they expected; and

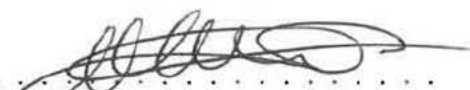
Page 17 of 27

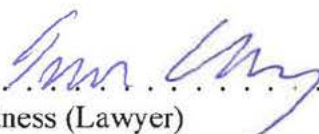
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Sarina Erika Wise

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Witness (Lawyer)

- e) As a consequence of the above, the process for dealing with union requests was inefficient and there was an increased risk of burnout and psychological harm for Regional Directors.
67. As part of the Triage Proposal, it was suggested that our existing centralised, inbound phone number, website and email address, within our Assessment Services team, be utilised as the primary point of contact for the CFMEU and other union stakeholders. It was also proposed that Assessment Services be given additional staff resourcing with appropriate knowledge of the construction sector. This was intended to have the following outcomes:
- a) Utilising the expertise of the Assessment Services team who have experience, training and resources available to them, which are relevant to triaging union inquiries;
 - b) Allowing Regional Directors to perform their core duties without being diverted to union requests that ordinarily should be managed by the Assessment Services team;
 - c) Allowing CFS to efficiently address union requests and appropriately manage risk of burnout and psychological harm for staff; and
 - d) Affording all stakeholders the same initial experience within the complaint assessment process, so as to negate any potential criticism of preferential treatment for unions.
68. In conjunction with the Triage Proposal, I prepared a draft letter addressed to the administrator of the CFMEU, Mark Irving KC, requesting that all further contact regarding WHS matters be made through the Assessment Services team, via dedicated telephone, website and email address contact points. A copy of the draft letter is at SW-14.
69. On 14 August 2024, Ms Heelan advised via email that the Triage Proposal be "put on hold pending outcomes" and that it be returned to her for consideration on 21 August 2024.


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Sarina Erika Wise


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Witness (Lawyer)

Attached and marked **SW-15** is the email from Ms Heelan dated 14 August 2024.

70. On 26 August 2024, the Triage Proposal was resubmitted to Ms Heelan in a revised form.

Attached and marked **SW-16** is a copy of the email from Mr Awai dated 26 August 2024.


71. On 17 September 2024, Ms Heelan advised via email that the Triage Proposal would not be progressed, with the following explanation: *“Not to progress at this time, in consideration of the number of calls (reported as very low in number), and awaiting the WHS review report, to be re considered in early November 2024 or earlier if the volume of interactions increase”*.


Attached and marked **SW-17** is a copy of the email from Ms Heelan dated 17 September 2024.

72. From this point onwards I provided Ms Heelan’s office with weekly updates on the number of calls being managed by myself and my Regional Directors each week.
73. In early November 2024, I was instructed by Ms Heelan to prepare a letter to the administrator of the CFMEU, for her signature, advising that the terms of the Triage Proposal were being implemented following a meeting she had with the current Deputy Premier’s Office staff.
74. Since implementing the Triage Proposal, there has been a significant decrease in CFMEU requests for assistance by WHSQ.

Construction Compliance Blitz and Kurt Pauls’ disparaging emails

75. In late 2023, I had a telephone conversation with Mr Kurt Pauls, who was then a member of the Workplace Health and Safety Board, regarding an upcoming WHSQ construction compliance blitz initiative (**Construction Compliance Blitz**). In that conversation, I explained that the Construction Compliance Blitz that was to be rolled out by my division was aligned with a contemporary ‘best practice’ approach in the field of regulation. The following matters were discussed:

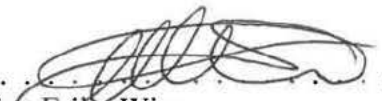

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Sarina Erika Wise


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Witness (Lawyer)

- a) I explained to Mr Pauls that:
- (i) The first phase of the campaign was written communications being sent to Queensland construction businesses providing them with information to assist them in complying with WHS laws and regulations prior to site visits occurring. This was to assist with creating larger rates of compliance across the industry. I noted that over 20,000 letters were to be sent;
 - (ii) The inspectorate would then be tasked with inspecting sites that were deemed the highest risk through either compliance history or other regulatory intelligence; and
 - (iii) Random unannounced compliance inspections would follow, with no prior notice to those high-risk businesses selected.
- b) Mr Pauls responded by saying that he did not agree with what was proposed and said words to the effect of: *You're letting businesses know you're coming.*
- c) I explained to Mr Pauls again that there would be unannounced visits, and that the intention was that workplaces that were not inspected by WHSQ would nevertheless prepare accordingly and address any issues regarding compliance with WHS laws and regulations. I further explained that this was contemporary risk-based regulation that drives better outcomes as inspector resourcing does not allow us to attend 20,000 sites during one campaign.
- d) I told Mr Pauls that I would send him a copy of the letter at the same time that the businesses received the Construction Compliance Blitz letter, to assist in his understanding.

76. On 15 November 2023, the letter was emailed through the Vision6 program to over 20,000 recipients including Mr Pauls.

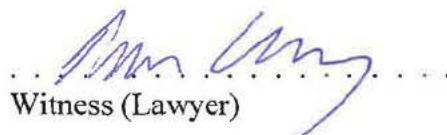
Attached and marked **SW-18** are true and accurate copies of the emails exchanged by myself and Mr Pauls as described below.


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Sarina Erika Wise


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Witness (Lawyer)

77. On 16 November 2023, Mr Pauls sent me an email and copied in the Minister's office and a number of individuals, including Peter McKay, Michael Ravbar and Jade Ingham, which incorrectly asserted that I had failed to send Mr Pauls the letter relating to the Construction Compliance Blitz and stated that, *"As a result, the CFMEU has lost faith in your ability to operate in a transparent manner"*.
78. I was aware that the email that was sent to Mr Pauls enclosing the Construction Compliance Blitz letter had been received and opened, because that information was visible through the Vision6 program, and I let Peter McKay know that the email sent to Mr Pauls had been received and opened. Mr McKay told me that he would call Mr Pauls and ask him to apologise to me. I never received an apology from Mr Pauls.
79. On 17 November 2023, Mr Pauls sent me an email retracting his correspondence of 16 November 2023, but otherwise maintaining his disapproval with respect to the manner in which WHSQ monitored compliance.
80. Separately, on 8 April 2024, Mr Pauls sent me an email copied to Peter McKay, Michael Ravbar, Jade Ingham and the Minister's office (among others), asserting that I had failed to provide a response to his email dated 22 February 2024 and seeking clarification with respect to a WHSQ complaint. In his email, Mr Pauls stated, *"Ms Wise if you are not going to put the safety of Queensland HSR's, workers and the community as a priority the CFMEU ask for your resignation immediately"*.
81. This was not the only occasion where Mr Pauls had emailed me and others (including persons to whom I reported and the Minister's office) calling for my resignation and claiming that I was incompetent and unfit to occupy my position. The other occasion when this happened was on 28 March 2024.
82. Prior to these occasions, I had never had a stakeholder call for my resignation. Of course I accept that where legitimate complaints are made about work performance, they should be raised directly and with those to whom I reported. However, the approach taken by Mr Pauls was to raise trivial matters (such as supposedly not receiving a response to an email) in that manner.


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Sarina Kriska Wise


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Witness (Lawyer)

83. On 17 November 2023, I attended a meeting with Mr McKay and staff members of Grace Grace, the former Minister for State Development and Infrastructure. At this meeting, I recall one of the senior staffers of Grace Grace’s office joking about Kurt Paul’s most recent demand that I be sacked, by saying words to the effect of: *We saw his email. Kurt’s been at it again.*
84. Following the senior staffer’s comment, it was apparent to me that, as far as the Minister’s office was concerned, the emails of Mr Pauls were a normal and acceptable form of communication to the Minister’s office from the CFMEU. It was also apparent to me that the Minister’s office did not intend to take any action regarding the complaints made in the emails of Mr Pauls.

Other examples of CFMEU correspondence demanding resignations

85. I was not the only person within the department to whom the tactics described above were used.
86. On 8 March 2024, Mr McKay forwarded me an email from Mick Robinson of the CFMEU dated 8 March 2024, in which Mr Robinson called for all members of WHSQ who were involved in managing an incident about which he emailed to “resign immediately”.

Attached and marked **SW-19** is a copy of the emails exchanged by myself, Mr McKay and Mr Robinson between 29 February 2024 and 8 March 2024.

Kurt Pauls’ and CFMEU request for deceased worker details

87. In March 2024, I became aware that the CFMEU had requested that my office disclose the names of all workers who had died in workplace incidents in the preceding year, for the purpose of commemorations for International Mourning Day (**Request**).

Attached and marked **SW-20** is a copy of an email from Mr Kupsch, CFMEU President to Mr Bradley Bick of the OIR requesting the data.

88. It was explained to me by colleagues, via email correspondence of 14 March 2024, that WHSQ had routinely released this information in the past. Nevertheless, I asked


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Sarina Erika Wise


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Witness (Lawyer)

colleagues that we should hold off on responding to the Request, noting that this was confidential information pursuant to section 271 of the *Work Health and Safety Act 2011* (Qld), and that there should be consultation with the family members of the deceased workers prior to any release of information, at a minimum.

Attached and marked **SW-21** is a copy of emails exchanged within the OIR dated 14 March 2024.

89. On 26 March 2024, and in response to follow up emails requesting approval of the release of information, I emailed Sebastian Bielen, Director, Data Evaluation Services in OIR, and copied in Andrea Fox and Andrew Harris, Executive Director, Business and Corporate Services in OIR, stating:

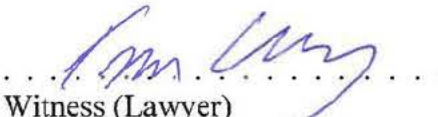
"I am not comfortable approving the release of this information. I appreciate it is a long-standing agreement with Unions. However, I am conscious of s271 of the WHS act. I appreciate there has been some advice in previous years that due to the individual being deceased, then s271 may not apply – I don't agree with this. The work around for me would be getting endorsement to the release by the NOK [next of kin] for each deceased worker.

I will leave this up to Andrew/Andrea to determine if they wish to approve the release. Or alternatively, briefing up to Peter for his approval."

Attached and marked **SW-22** is a copy of the emails following up the approval dated 20 and 25 March 2024, my email dated 26 March 2024 and a response from Mr Bielen dated 26 March 2024.

90. On 26 March 2024, sometime after the emails mentioned in the preceding paragraph, Kurt Pauls of the CFMEU contacted me via telephone and noted that he had been advised by my colleague, Mr Bielen, in WHSQ that I was the person responsible for holding up the request, and otherwise indicated that Mr Bielen had discussed with him, internal WHSQ discussions and correspondence regarding the Request. Mr Pauls yelled at me for resisting the Request, saying words to the effect of: *This is what we do in Queensland.*


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Sarina Erika Wise


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Witness (Lawyer)

91. On 26 March 2024, following the telephone call from Mr Pauls mentioned in the preceding paragraph, I wrote to Mr Bielen indicating my disappointment that internal discussions regarding business decisions of WHSQ had been discussed with an external stakeholder.

Attached and marked **SW-23** is a copy of my email dated 26 March 2024.


92. On 26 March 2024, Peter McKay approved the release of the information relating to the request. I was never provided any legal advice, nor was I made aware of any next of kin being notified, as per my recommendations in my emails of 14 March 2024.

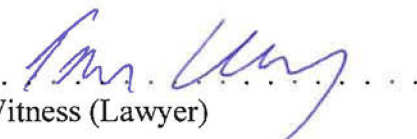
Nathan Williams and Helen Burgess

93. On 18 July 2025, I returned a phone call from Gavin Gleeson of the ESU, wherein we discussed the following:

- a) Mr Gleeson confirmed that information had been referred back to him by the CCC, including:
 - (i) The CCC had evidence that Ms Burgess was in a de facto relationship with a CFMEU delegate who works on a construction project in the Gold Coast Area; and
 - (ii) Ms Burgess' de facto had a son who was employed as a WHS Inspector at the Robina office.
- b) Mr Gleeson confirmed the following with respect to the employee:
 - (i) The employee's name was Nathan Williams;
 - (ii) Ms Burgess had employed Mr Williams approximately 5 years previous, as a WHS Inspector; and
 - (iii) Neither Ms Burgess nor Mr Williams had disclosed their connection or any potential conflict of interest.
- c) I told Mr Gleeson I was concerned about Mr Williams' integrity given his failure to disclose the conflict and further to that, he was recently placed in a

Page 24 of 27


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Sarina Erika Wise


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Witness (Lawyer)

temporary role that he had applied for through an expression of interest process. The new role was in the Major Projects team where he had dealings with large major government projects across the State. I explained my concerns with him being in this role given his failure to disclose conflicts of interest.

d) Mr Gleeson said that the Deputy Director General, Donna Heelan, would have final delegation in terms of any action taken.

94. Around that time, as a consequence of the conversation set out in the preceding paragraph, I spoke with Donna Heelan and requested that Nathan Williams be removed from his secondment in the Major Projects team of CFS, back to his substantive role with the Robina Construction team. I made this request because of the strong union interest, including from the CFMEU, within the large-scale construction projects under the supervision of the Major Projects team. Ms Heelan said she would not support such a recommendation given concern about a potential claim of discrimination by association, by Nathan Williams.


95. On 24 July 2025, Mr Gleeson sent me an email providing background details of the Nathan Williams investigation, noting that final recommendations would be made by Ms Heelan, for approval by the CCC.


96. On 25 July 2025, I wrote to Mr Gleeson, formally documenting my concerns with respect to Nathan Williams.

Attached and marked **SW-24** is a copy of my email correspondence with Gavin Gleeson between 24 July 2025 and 25 July 2025.

97. On 25 September 2025, I met with Mr Williams to discuss his future options within WHSQ and note the following:

- a) I explained that after his secondment period expired, Mr Williams could no longer continue in the role in the Major Projects team.
- b) I explained that this was a business decision which was made in order to ensure inspectors are rotated through the Major Projects team to avoid regulatory capture.



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Sarina Erika Wise



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Witness (Lawyer)

- c) I told Mr Williams that he was free to return to his substantive role as a WHSQ inspector at the Robina office, but noted that there could be information released within the Commission of Inquiry into the CFMEU, including his connection with Ms Burgess and that this could be a source of stress for Mr Williams, in the context of this role. I also explained that I would need to share his Conflict of Interest form with his substantive manager, after hours managers and any inspectors that act up in the manager roles. I explained that this would lead to a large portion of staff finding out about his connection to Ms Burgess and subsequently may put him in a challenging position with his peers.
- d) As an alternative, I offered to transfer Mr Williams at the same position level, for a 6-month period, to a role as Assisting Product Owner, within the Programs and Operational Support division of OIR, wherein he would not need to attend site and rather work on the IT system that supports the inspectorate. Mr Williams had assisted with the delivery of the IT systems so had some background in this work.
- e) Mr Williams accepted the temporary transfer as Assisting Product Owner and was transferred from his role in the WHSQ Inspectorate on 3 October 2025. This move has enabled better management of the conflict of interest for WHSQ.

Working for Queensland Survey

- 98. It is my experience that following Ms Burgess' removal from CFS, there has been dramatic improvement in workplace culture within CFS.
- 99. This is evident from an examination of the data from the Working for Queensland Survey in the years of 2023 and 2024.
- 100. The Working for Queensland Survey is an annual staff satisfaction survey offered by all Queensland public service agencies, for which participation is voluntary. It is my understanding that the data drawn from the survey responses is relevant to different divisions with the public service agencies that offer the survey.


Sarina Erika Wise


Witness (Lawyer)

101. The data relating to CFS for the years 2023 and 2024 shows an improvement in workplace culture that has generally coincided with Ms Burgess' repositioning within and eventual removal from CFS.

Attached and marked **SW-25** is a copy of summaries of the Working for Queensland Survey results for the years 2023 and 2024 relating to CFS and internal emails discussing the outcomes.

102. I understand that a person who makes a false declaration in a statement commits an offence.

103. I make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the *Oaths Act 1867* (Qld).

DECLARED/AFFIRMED at Brisbane on 7 April 2026.

SARINA ERIKA WISE



Signature of declarant

BEFORE ME:

THOMAS ANTHONY GERAGHTY
a lawyer employed by Crown Law,
50 Ann Street Brisbane



Signature of witness


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Sarina Erika Wise

Document No: 19039159

27



Witness (Lawyer)

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-1 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026

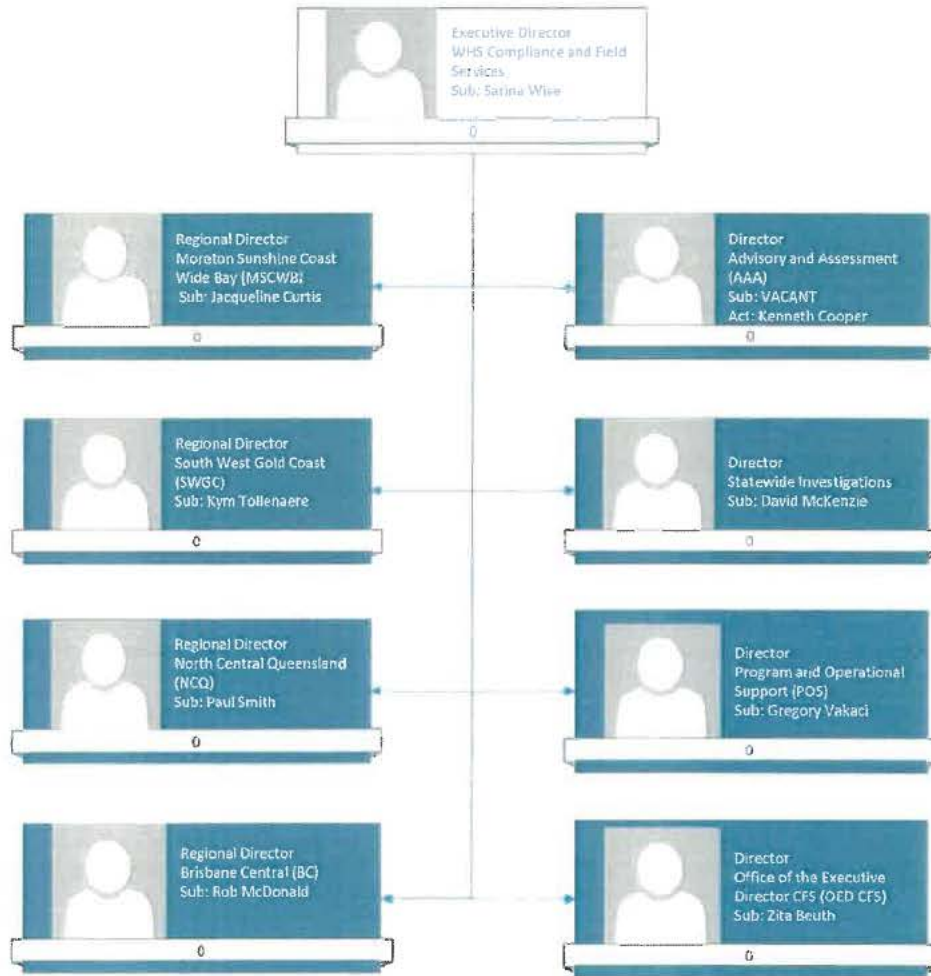


Sarina Erika Wise



Witness (Lawyer)

Compliance and Field Services Organisational Chart – Management Layer



**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-2 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026

A handwritten signature in black ink, appearing to be 'Sarina Erika Wise', written over a horizontal dotted line.

Sarina Erika Wise

A handwritten signature in blue ink, appearing to be 'Tom Long', written over a horizontal dotted line.

Witness (Lawyer)

SW-2

Katrina Enright

From: Sarina Wise [REDACTED]
Sent: Thursday, 13 November 2025 10:02 AM
To: Sarina Wise
Subject: Fw: OIR Panel Interview Confirmation

CAUTION: This email originated from outside of OIR. Do not click links or open attachments unless you recognise the sender and know the content is safe.

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From: Elena Ryan [REDACTED]
Sent: Tuesday, December 6, 2022 11:07 am
To: Sarina Wise [REDACTED]
Subject: OIR Panel Interview Confirmation

Good morning Sarina,

I am delighted to confirm the below information for your panel interview with the Office of Industrial Relations for the role of Executive Director, WHS Compliance and Field Services:

Date: Friday, 9th December 2022

Time: 12.00pm – 12.45pm AEST (please arrive 20 minutes before your interview to provide enough time to sign in at reception)

Location: Level 1, 1 William Street Brisbane 4000 (please check in at reception and ask for Cathy Bray regarding interviews on Level 1, you will require photo identification and proof of COVID-19 vaccination to check in)

Panel: Kym Bancroft - Deputy-Director General, Office of Industrial Relations
 Robert Djukic - Chief Operating Officer, Resources Safety & Health Queensland
 Craig Dearling - General Manager Workforce Services, Master Builders Queensland
 Kurt Pauls - OHS Coordinator, CFMEU

If you have any questions about any of this please give either myself or Ryan Webster ([REDACTED]) a call. As discussed, my colleague Cass will be in touch to coordinate flights for you 🌐

Warm regards,

Ellie

Elena Ryan
 Associate Partner - Search & Advisory

Mobile [REDACTED]
Email [REDACTED]
Website davidsonwp.com

 [Privacy Policy](#)

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-3 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026

A handwritten signature in black ink, appearing to be 'Sarina Erika Wise', written over a horizontal dotted line.

Sarina Erika Wise

A handwritten signature in blue ink, appearing to be 'Tom Long', written over a horizontal dotted line.

Witness (Lawyer)

SW-3

Katrina Enright

From: Sarina Wise [REDACTED]
Sent: Thursday, 13 November 2025 10:08 AM
To: Sarina Wise
Subject: Fw: Update

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From: Elena Ryan [REDACTED]
Sent: Wednesday, February 8, 2023 8:59 am
To: Sarina Wise [REDACTED]
Subject: RE: Update

Hi Sarina,

Firstly, thank YOU for being so wonderful to deal with throughout this process – it has been a real pleasure getting to know you.

I completely understand how the way this has occurred would lead you to question whether there was anything from your end that hindered your progression but I can genuinely assure you this wasn't the case. The reason for the role being pulled relates to the perceived integrity of the process however this is in no way related to your performance or suitability for the role.

I have sent Kym a message to check in, and I do believe she will give you a call to reiterate what I have said.

I'm happy to chat further if that's easier – let me know!

Warm regards,
 Ellie

Elena Ryan
 Associate Partner - Search & Advisory

Mobile [REDACTED]
Email [REDACTED]
Website davidsonwp.com

[Privacy Policy](#)

COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY

ANNEXURE SHEET

This is a document referred to as SW-4 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-4

From: Sarina Wise [REDACTED]
Sent: Wednesday, 12 July 2023 7:12 PM
To: Danielle Van Velthuisen [REDACTED]
Subject: Re: Interview confirmation | OIR | ED, WHS Compliance and Field Services

Great, thanks Danielle. I am looking forward to the opportunity. Speak Friday.

Kind regards,
 Sarina Wise

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From: Danielle Van Velthuisen [REDACTED]
Sent: Wednesday, July 12, 2023 4:00:38 PM
To: [REDACTED]
Subject: Interview confirmation | OIR | ED, WHS Compliance and Field Services

Hi Sarina,

I am pleased to confirm the details for your interview with the Office of Industrial Relations regarding the Executive Director, WHS Compliance and Field Services role.

Confirmation Details:

Date: Friday 14 July 2023

Time: 12pm midday – Via TEAMS. Cathy Bray will send you the link directly.

Interviewer/s: Megan Barry – DDG, People, Information and Communication Services, Department of Education
 Kurt Pauls – OHS Coordinator, CFMEU
 Craig Dearling – GM, Workforce Services, Master Builders
 Robert Djukic – COO, Resources, Safety and Health QLD

Position Description: See attached candidate briefing pack for you to view prior to the interview

Points to consider for interview:

- Be prepared to talk through key elements of the position, including leadership within a complex organisation, working within an Regulator, how you have led change, and stakeholder management;
- Have a think about any key projects that you have led that were successful and why;
- When interviewing, it's always good to come prepared with how you have measured the impact of the work you have led, and breakdown how you did this;
- Be prepared to potentially talk through your interest in the role, and why you think you are the best candidate for the position;
- Be prepared to talk through your understanding of OIR and your knowledge of the position;
- It's always great to be prepared with some questions for the panel to show your research and interest in the business.

Best of luck for your interview and please give me a call if you have any questions.

As mentioned, I will be sitting in on the panel so I will see you on the day.

Warm Regards

Danielle Van Velthuisen
PARTNER, HR, HSE & SUSTAINABILITY

u&u. Recruitment Partners

[Redacted]

Direct [Redacted] | [Redacted] | Web uandu.com

I work Monday to Thursdays. If you are finding it hard to catch me you can also contact [Redacted] on [Redacted] who can assist.

At u&u our purpose is changing lives by connecting potential with opportunity



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COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY

ANNEXURE SHEET

This is a document referred to as SW-5 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-5

Thank you for your ongoing commitment to workplace safety.

Regards,



Sarina Wise
Executive Director
WHS Compliance and Field Services
Workplace Health & Safety Queensland
Office of Industrial Relations

E: [REDACTED] M: [REDACTED]

From: ELLIS, Tim <[REDACTED]>
Sent: Wednesday, May 22, 2024 7:06 AM
To: Sarina Wise <[REDACTED]>
Cc: O'CONNOR, Gerard <[REDACTED]>
Subject: CONFIDENTIAL: WHSQ Request

CAUTION: This email originated from outside of OIR. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Sarina,

Kym Tollenaere has advised that I send you this email following her visit to our Coomera Connector Central Project on 21 May 2024. During this visit, I advised Kym that our Project had received 2x visits from the Department on 2 consecutive days earlier this year. I provide a summary of both visits below:

19 March 2024 10:15am – 11:45am – Our Project received a visit from WHSQ Inspectors Matthew Gipp and Nathan Williams. Both Inspectors introduced themselves and stated that they were visiting the Project in relation to an “anonymous complaint” in relation to a CFMEU video which was posted on the CFEMU Facebook page on 15 March 2024. Based on this complaint, the Inspectors advised that they were present on site to investigate 3 key issues raised in that video, namely:

1. Understanding the FHHMJV Heat Stress Policy, and the communications used to communicate the Policy to the workforce.
2. To review and understand FHHMJVs First Aid Provisions with a particular focus on the location and use of Snake Bite Kits.
3. To understand whether FHHMJV are making worker's pay for PPE.

Myself and my team were able to address the concerns raised by WHSQ during this visit, and were willing and able to provide the following documentation to WHSQ (without notices being issued)

- Fulton Hogan Heat Management Procedure
- FHHMJV Severe Weather Management Plan
- A copy of the most recent Toolbox Talk about Heat
- At least 3x Copies of Pre-Starts post the Toolbox Talk where Heat was mentioned
- First Aid Qualifications for our Safety Advisor who provided first aid to an individual on our project
- Copy of First Aid Risk Assessment for the Project
- Photo of a Project hydration station

In addition, we were asked by the WHSQ Inspectors to undertake an inspection of the Project site to confirm our statements, which we duly agreed to do.

At the completion of the visit, no notices or directions were issued/raised by WHSQ, and we have not heard anything further in relation to these issues since.

20 March 2024 10:00am – 11:30am – Our Project received a visit from WHSQ Inspector Mark Schaumburg. Upon arrival, Mark advised the following:

- Mark was onsite representing the Major Projects part of WHSQ. Mark stated that he had been directed to attend site by Helen Burgess at WHSQ. Mark advised that he was seconded into Major Projects and that John Aczune would be the regular

WHSQ Inspector from Major Projects attending our Project going forward. John was on leave at the time of the visit.

- Mark stated that he was aware of the previous day's visit by WHSQ, but unfortunately he couldn't attend that visit as he had to be elsewhere.

- Mark advised that this visit was a proactive visit and that he wasn't there under any WHSQ Notice.

I asked why Major Projects was visiting the site, and what was the definition of a Major Project was. Mark stated that there are three categories for a Major Project – Projects which are \$1B or greater are Category 1 Projects; \$100M to \$1B are Category 2 Projects; and Category 3 Projects are those where a Minister is requiring updates and information.

- Mark advised that the Minister had requested that the Major Projects Team undertake proactive weekly visits of our Project, and that this will be the first of those weekly proactive visits. Mark advised that the Major Projects team are required to provide weekly reports to the Minister. When I queried who the Minister requesting this information was. Mark stated that he was unsure of the Minister.

- I then asked whether these visits would be done in isolation to the other WHSQ Inspectors who were onsite the day prior who also advised that they would undertake regular proactive visits.

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Mark then asked for a copy of the Project Program to be provided. We stated that the program hasn't been fully developed as yet because the project is very much still in the early works phase. No notice was provided by Mark to provide the Program. Mark stated that this is something that John Aczone will formally issue a notice on at some stage in the future. He also alluded that John would also require other project information to be provided. Mark asked to do a site tour of the Project to help understand the scale and size of the project works to date. I advised that the Project was still in early works phase and that most of the works comprised of site compounds being established and geotechnical drilling activities. We also mentioned that some parts of the site were still wet and that we didn't have much work occurring in the Northern portions of the Project. Mark insisted on still seeing the project and if gates were closed and no works were occurring that he would then just take a picture for WHSQs records.

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As a senior member of our construction team, I am more than happy to foster and facilitate an open and proactive culture between the Project and WHSQ. My experience is that when this happens, health and safety performance improves, and less injuries to our staff and workforce happen. Whilst it can be a struggle at times to "drop everything" and respond to WHSQ visits, we do understand the importance of WHSQs visits and maintaining open dialogue and trust between both parties, so will always respond positively to any WHSQ visit. However, from our perspective, the second visit on 20 March could have been timed better, especially given the previous days visit by WHSQ. The second visit appeared to be more of a fact-finding visit under the guise of a "Ministerial request" rather than for genuine reasons. Since this visit, we have not any further contact with any WHSQ Inspectors from the Major Projects Division. There have been no weekly Ministerial inspections.

I'm more than happy to maintain continued discussions with yourself and/or Kym going forward in relation to this Project. Should you require any further information, please do not hesitate to contact me.

Regards,

Tim Ellis | HSEQ Manager | Fulton Hogan Hull McIlwain Joint Venture

Mobile + [redacted] | email [redacted]



Fulton Hogan + BUNNINGS + McQUAY

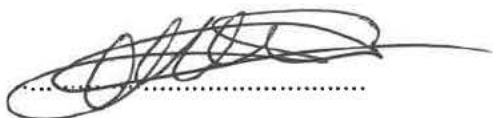
COOMENA CONNECTOR CENTRAL

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**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-6 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-6

From: Sarina Wise [REDACTED]
Sent: Thursday, 23 May 2024 8:10 AM
To: ethicalstandards
Subject: RE: CONFIDENTIAL: WHSQ Request

Thank you. I appreciate that.



Sarina Wise
 Executive Director
 WHS Compliance and Field Services
 Workplace Health & Safety Queensland
 Office of Industrial Relations
 E: [REDACTED] M: [REDACTED]

From: oir.ethicalstandards
Sent: Thursday, May 23, 2024 8:09 AM
To: Sarina Wise
Cc: oir.ethicalstandards
Subject: RE: CONFIDENTIAL: WHSQ Request

Thank you Sarina.

I will reach out when we have discussed the matter with another.

Gavin



Gavin Gleeson
 Director – Ethical Standards
 Business and Corporate Services
 Office of Industrial Relations
 [REDACTED]
 M: [REDACTED] E: [REDACTED]

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 Subscribe to eNEWS a free email subscription service keeping you informed on the latest health and safety issues that affect workplaces in Queensland
 For more information visit www.worksafe.qld.gov.au, follow us on Twitter (<http://twitter.com/WorkSafeQLD>) or telephone 1300 362 128.

From: Sarina Wise [REDACTED]
Sent: Thursday, May 23, 2024 8:08 AM
To: oir.ethicalstandards [REDACTED]
Subject: FW: CONFIDENTIAL: WHSQ Request

Reply below if I have not already sent to you. Thanks,



Sarina Wise
 Executive Director
 WHS Compliance and Field Services
 Workplace Health & Safety Queensland
 Office of Industrial Relations
 E: [REDACTED] M: [REDACTED]

From: Sarina Wise
Sent: Wednesday, May 22, 2024 3:52 PM
To: ELLIS, Tim [REDACTED]
Cc: O'CONNOR, Gerard [REDACTED]
Subject: RE: CONFIDENTIAL: WHSQ Request

Hi Tim,

Thank you for reaching out, I have been appointed to this role approximately seven months ago, so I am in the processes of making adjustments to our business model to ensure we are a productive, effective and exemplar regulator. Your insights and information will assist me in making some further improvements relating to how we operate.

I appreciate you taking the time to share your experience and of course I welcome any further feedback that may come out of future interactions with WHSQ.

Thank you for your ongoing commitment to workplace safety.

Regards,



Sarina Wise
Executive Director
WHS Compliance and Field Services
Workplace Health & Safety Queensland
Office of Industrial Relations
E: [REDACTED] M: [REDACTED]

From: ELLIS, Tim [REDACTED]
Sent: Wednesday, May 22, 2024 7:06 AM
To: Sarina Wise [REDACTED]
Cc: O'CONNOR, Gerard [REDACTED]
Subject: CONFIDENTIAL: WHSQ Request

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Sarina,

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3. To understand whether FHHMJV are making worker's pay for PPE.

Myself and my team were able to address the concerns raised by WHSQ during this visit, and were willing and able to provide the following documentation to WHSQ (without notices being issued)

- Fulton Hogan Heat Management Procedure
- FHHMJV Severe Weather Management Plan
- A copy of the most recent Toolbox Talk about Heat
- At least 3x Copies of Pre-Starts post the Toolbox Talk where Heat was mentioned
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- Copy of First Aid Risk Assessment for the Project
- Photo of a Project hydration station

In addition, we were asked by the WHSQ Inspectors to undertake an inspection of the Project site to confirm our statements, which we duly agreed to do.

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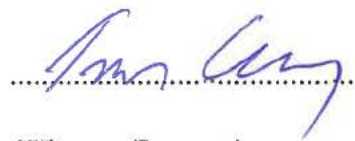
**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-7 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-7

From: Peter McKay [REDACTED]
Sent: Wednesday, 22 May 2024 4:30 PM
To: ethicalstandards; Sarina Wise
Subject: RE: CONFIDENTIAL: WHSQ Request

To be clear, there has not been any request from the Minister or her office to undertake weekly site visits of this or other major projects. At my initiative, we have recently regular reporting about WHS activity on this project given the level of industrial and political activity generated by others. I provide those reports to the Minister's office for their information.

Peter McKay
 Deputy Director-General
 Office of Industrial Relations

[REDACTED]
 [REDACTED]

From: oir.ethicalstandards
Sent: Wednesday, May 22, 2024 3:56 PM
To: Sarina Wise
Cc: Peter McKay ; oir.ethicalstandards
Subject: RE: CONFIDENTIAL: WHSQ Request

Hi Sarina

Thank you and we will reach out to some contacts and establish where to from here re the matter. Thanks for responding to Mr Ellis. No information you/we can really inform him of any action that may be taken internally re matters on foot but sure you will work with them. I'll keep you informed.

Gavin



Gavin Gleeson
 Director – Ethical Standards
 Business and Corporate Services
 Office of Industrial Relations

[REDACTED]
 [REDACTED]
 M: [REDACTED] E: [REDACTED]

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 For more information visit www.worksafe.qld.gov.au, follow us on Twitter (<https://twitter.com/WorkSafeQLD>) or telephone 1300 362 128

From: Sarina Wise [REDACTED]
Sent: Wednesday, May 22, 2024 3:48 PM
To: Gavin Gleeson [REDACTED]; oir.ethicalstandards [REDACTED]
Cc: Peter McKay [REDACTED]
Subject: FW: CONFIDENTIAL: WHSQ Request

Hi Gavin

Referring the below for any appropriate action.

I will respond to Mr Ellis thanking for him for reaching out.

Regards,



Sarina Wise
 Executive Director
 WHS Compliance and Field Services
 Workplace Health & Safety Queensland
 Office of Industrial Relations

E: [REDACTED] M: [REDACTED]

From: ELLIS, Tim [REDACTED]
Sent: Wednesday, May 22, 2024 7:06 AM
To: Sarina Wise [REDACTED]

Cc: O'CONNOR, Gerard [REDACTED]
 Subject: CONFIDENTIAL: WHSQ Request

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Sarina,

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1. Understanding the FHHMJV Heat Stress Policy, and the communications used to communicate the Policy to the workforce.
2. To review and understand FHHMJV's First Aid Provisions with a particular focus on the location and use of Snake Bite Kits.
3. To understand whether FHHMJV are making worker's pay for PPE.

Myself and my team were able to address the concerns raised by WHSQ during this visit, and were willing and able to provide the following documentation to WHSQ (without notices being issued)

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In addition, we were asked by the WHSQ Inspectors to undertake an inspection of the Project site to confirm our statements, which we duly agreed to do.

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- Mark stated that he was aware of the previous day's visit by WHSQ, but unfortunately he couldn't attend that visit as he had to be elsewhere.
- Mark advised that this visit was a proactive visit and that he wasn't there under any WHSQ Notice.

I asked why Major Projects was visiting the site, and what was the definition of a Major Project was. Mark stated that there are three categories for a Major Project – Projects which are \$1B or greater are Category 1 Projects; \$100M to \$1B are Category 2 Projects; and Category 3 Projects are those where a Minister is requiring updates and information.

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I'm more than happy to maintain continued discussions with yourself and/or Kym going forward in relation to this Project. Should you require any further information, please do not hesitate to contact me.

Regards,

Tim Ellis | HSEQ Manager | Fulton Hogan Hull McIlwain Joint Venture

Mobile

| email



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Thank you for your ongoing commitment to workplace safety.

Regards,



Sarina Wise
Executive Director
WHS Compliance and Field Services
Workplace Health & Safety Queensland
Office of Industrial Relations
E: [REDACTED] M: [REDACTED]

From: ELLIS, Tim [REDACTED]
Sent: Wednesday, May 22, 2024 7:06 AM
To: Sarina Wise [REDACTED]
Cc: O'CONNOR, Gerard [REDACTED]
Subject: CONFIDENTIAL: WHSQ Request

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ANNEXURE SHEET

This is a document referred to as SW-8 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-8

From: Peter McKay [REDACTED]
Sent: Wednesday, 22 May 2024 4:30 PM
To: ethicalstandards; Sarina Wise
Subject: RE: CONFIDENTIAL: WHSQ Request

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Peter McKay
 Deputy Director-General
 Office of Industrial Relations

[REDACTED]
 P: [REDACTED] E: [REDACTED]

From: oir.ethicalstandards
Sent: Wednesday, May 22, 2024 3:56 PM
To: Sarina Wise
Cc: Peter McKay ; oir.ethicalstandards
Subject: RE: CONFIDENTIAL: WHSQ Request

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 Director – Ethical Standards
 Business and Corporate Services
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[REDACTED]
 M: [REDACTED] E: [REDACTED]

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From: Sarina Wise [REDACTED]
Sent: Wednesday, May 22, 2024 3:48 PM
To: Gavin Gleeson [REDACTED] oir.ethicalstandards [REDACTED]
Cc: Peter McKay [REDACTED]
Subject: FW: CONFIDENTIAL: WHSQ Request

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 Executive Director
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I'm more than happy to maintain continued discussions with yourself and/or Kym going forward in relation to this Project. Should you require any further information, please do not hesitate to contact me.

Regards,

Tim Ellis | HSEQ Manager | Fulton Hogan Hull McIlwain Joint Venture

Mobile [REDACTED] | email [REDACTED]



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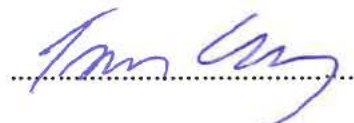
**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
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ANNEXURE SHEET

This is a document referred to as SW-9 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-9

B (3)

Katrina Enright

From: Sarina Wise
Sent: Tuesday, 4 June 2024 12:41 PM
To: Sharon Bush; Dawn Bailey
Subject: FW: Attachment A - Industry Standards and Support Unit
Attachments: Attachement A - Industry Standards and Support Unit.docx; Brief - Proposal to stand up ISU.docx

Importance: High



Sarina Wise
Executive Director
WHS Compliance and Field Services
Workplace Health & Safety Queensland
Office of Industrial Relations
E: [REDACTED] M: [REDACTED]

From: Donna Heelan [REDACTED]
Sent: Monday, June 3, 2024 12:45 PM
To: DDG OIR [REDACTED]; Sarina Wise [REDACTED]
Cc: Andrea Fox [REDACTED]
Subject: FW: Attachment A - Industry Standards and Support Unit
Importance: High

Approved, as discussed please commence consultation.

Regards



Donna Heelan
Deputy Director-General
Office of Industrial Relations

M: [REDACTED]

Queensland Government

The most important reason for making your workplace safe, is not at work at all. Work Safe. Home Safe.

Connect with us:



From: Sarina Wise [REDACTED]
Sent: Monday, June 3, 2024 8:21 AM
To: Donna Heelan [REDACTED]
Cc: Andrea Fox [REDACTED]
Subject: FW: Attachement A - Industry Standards and Support Unit
Importance: High

Hi Donna

Welcome to the chair!

I sent the attached to Peter late Friday and he ran out of time to approve. Do you mind taking a look and endorsing. Peter had already verbally approved. This one is time sensitive as we need to start consultation with impacted staff to enable a go live date of 1 July.

I assume Peter provided an update in his handover – however if not, please give me a call.



Many thanks,

Sarina Wise
Executive Director
WHS Compliance and Field Services

Workplace Health & Safety Queensland
Office of Industrial Relations

E: [REDACTED] M: [REDACTED]

From: Sarina Wise
Sent: Friday, May 31, 2024 3:40 PM
To: Peter McKay [REDACTED]
Cc: Andrea Fox [REDACTED]
Subject: FW: Attachment A - Industry Standards and Support Unit
Importance: High

Hi Peter

As discussed, please find attached brief for standing up of the Industry Standards & Support Unit. Helen has provided her feedback and contributed to pulling the functions together. Andrea and I have reviewed and made some necessary tweaks.

Requesting your approval (for the last time) for the attached and then I will handover to Donna to determine placement of unit. I have started preliminary discussions with Zita regarding the need to initiate next steps relating to consultation and other CMP processes that will need to be considered.



Many thanks,

Sarina Wise
Executive Director
WHS Compliance and Field Services

Workplace Health & Safety Queensland
Office of Industrial Relations

E: [REDACTED] M: [REDACTED]

From: Andrea Fox [REDACTED]
Sent: Friday, May 31, 2024 3:26 PM
To: Sarina Wise [REDACTED]
Subject: Attachment A - Industry Standards and Support Unit

**PETER MCKAY, DEPUTY DIRECTOR-GENERAL,
OFFICE OF INDUSTRIAL RELATIONS**

SUBJECT

Proposal to consolidate the industry-specialised functions across Workplace Health and Safety Queensland (WHSQ) to refine and improve service delivery.

RECOMMENDATION

It is recommended that you:

- **approve** the business proposal to consolidate the industry-specialised functions across WHSQ into one centralised unit, Industry Standards & Support; and
- **note** further advice and direction will be required to identify the best location for the unit to maximise efficiency.

KEY ISSUES

Current state

Industry-specialised areas are currently split across Compliance and Field Services (CFS) and WHS Engagement and Policy Services (EPS). While the areas are supported and encouraged to collaborate, there remains barriers to efficient service delivery due to structural misalignment and difficulty in coordinating activity (more than one leadership view).

Further, the de-centralised model has contributed to a lack of innovation as industry-specialised areas have relied upon repeating old approaches to industry interventions rather than learning from one another's insights. This has resulted in a stale delivery plan that has maximised its reach with industry and inadequately responds to new priority industries.

Industry-specialised areas were previously responsible for identifying priorities for WHSQ interventions, something which they held limited skills for. With the completion of a WHSQ Priority Plan (including Targeted Work Program) the industry-specialised areas are no longer responsible for this work and a much more robust, data-driven and academic expert fed methodology is used instead. They are now more appropriately focused on building and maintaining industry-specialised networks and knowledge, and specifically, for developing industry-appropriate guidance material as well as specialised input to compliance and policy work that is focused on industries and hazards.

Essentially, the industry-specialised areas are not in strategy roles but in specialised advice and guidance creation roles. The areas would benefit from being grouped together and receiving the support of a dedicated Director level role.

CFS has recently completed a structural re-organisation with this including the re-design of the Compliance Services Directorate to become the Programs and Operational Support (POS).

This Directorate will have a stronger focus on developing and coordinating industry and harm-based compliance programs. This direction will enable CFS to have a more streamlined approach to delivering proactive campaigns across all high-risk industries whilst utilising inhouse compliance expertise. With this change, it is no longer appropriate for compliance campaigns to be developed and run from outside of the Division.

CFS currently have a dedicated Construction Strategy Unit (CSU) that has multiple functions. CSU provides development and support for the construction industry compliance campaigns, manages key industry stakeholder engagements and provides reporting on construction related compliance activities.

CFS is centralising the compliance project management functions with the proposed establishment of POS. This functional realignment is to further promote consistency and support good governance frameworks, relating to project management for all high-risk industry programs. This will enable CFS to successfully deliver on the WHSQ Priority Plan (including Targeted Work Program). In addition, POS will include dedicated roles for reporting and evaluation, the intention is that CFS will be dependent on POS to be the central point for all CFS reporting and project analysis. CSU has additional functions relating to stakeholder management with key construction industry stakeholders that would benefit from being centralised under a specialist model. The stakeholder management functions within CSU are not operational in nature and are more a specialist advice service to key industry participants.

Currently, CSU has two experienced WHSQ Construction Inspectors attached to the unit. Noting the increase in incidents and fatalities across the Construction industry in the last 12 months, these experienced inspectors could be better utilised to deliver response functions within CFS regions.

Proposal

It is proposed to combine industry-specialised functions across the organisation into one centralised unit to improve focus on high-risk industries informed by contemporary workplace health and safety intelligence. The unit will become the organisational lead for industry forums, industry-related stakeholder engagement and management, industry data scanning activities and all associated governance and support. The current functions around building industry standards is proposed to remain with the newly formed Unit.

A summary of the current functions, deliverables and proposed split of current CSU functions (including the current FTE funding and staff headcount) for Industry Strategy within WHSQ is included at **Attachment A**.

The compliance program and reporting functions within CSU would remain in CFS and be reappointed to POS. The Inspector roles (2) would return to frontline operational teams within CFS to support regulatory response requirements. Additionally, the interim support provided to the Industry Strategy and Culture team (4) from the wider Industry Strategy and Programs unit would remain within EPS to continue critical service delivery.

Financial implications

The proposed business unit will be resourced within existing FTE Funding and resources. No current staff will be displaced during the consolidation of these functions and establishment of this unit.

BACKGROUND

The Deputy Director-General has delegation to approve the creation, redesignation or abolition of an organisational unit (including restructures) in accordance with item 13.2 of the *OIR Human Resources Management Delegations Manual – October 2020*.

HUMAN RIGHTS CONSIDERATION

The Office of Industrial Relations (OIR) respects, protects and promotes human rights in our decision-making and actions to ensure that human rights are central to the work we do. Consideration is given to each employee's right to have access to the public service while employed with OIR on general terms of equality and without discrimination, pursuant to section 23(2)(b) of the *Human Rights Act 2019*.

Prepared by:
Sarina Wise
Executive Director
Compliance & Filed Services
Tel: [REDACTED]
Date: 31 May 2024

Endorsed by:
Andrea Fox
Executive Director
WHS Engagement and Policy Services
Date: 31 May 2024

Recommendation Approved:

Date:

Industry Standards and Support Unit

Team

Director – Helen Burgess

WHS Industry Standards (from Construction Strategy and Major Construction Program Unit)

Manager – Jane Barker

Principal Advisor (A07) – Neil Stockton

Project Officer (A05) – Patrick Coyle

Project Officer (A05) – recruitment process in progress (shortlisting)

Project Support Officer (A04) – Naomi Bern

WHS Industry Support (from Policy and Workplace Services)

Manager - Adam Low

Principal Advisor (A07) – Mano Raghavan

Principal Advisor (A07) – Grant Phillips

Principal Advisor (A07) – Linda Bailey

Purpose

Improve the work, health and safety (WHS) performance of priority Industries identified in the WHSQ Priority Plan (construction, manufacturing, health care and social assistance); and vulnerable groups by:

- supporting industry to meet WHS standards
- promoting best practice and innovation
- building and maintaining networks with industry, academia, and employer associations to advance safe design, innovation, research and development.
- providing expert advice to other areas of WHSQ on the priority industries and their WHS concerns.

Functions

- Support Public Works Division, Department of Housing, Local Government, Planning and Public Works, and Industry Relations and Prequalification, Department of Transport and Main Roads with the pre-qualification of contractors under the Best Practice Principles for the procurement of government funded work.
- Support the Buy Queensland Unit, Department of Energy and Climate with the implementation of the Best Practice Principles on government funded projects.
- In conjunction with Public Works, Department of Housing, Local Government, Planning and Public Works manage the accreditation of and set performance standards for accredited auditors for government funded work.
- Under the memorandum of understanding between the Queensland Building and Construction Commission (QBCC) and OIR, administer requests for information or assistance.
- Assist industry with WHS considerations for the procurement of contractors for non-government funded work.

- Establish and facilitate industry leadership networks for construction, manufacturing) and health care and social assistance This work includes the following tasks for these industries:
 - Manage requests from industry peaks for OIR's involvement in industry-led events.
 - Organise external stakeholder events for these industries.
 - Deliver presentations to and attend meetings with these industry stakeholders.
 - Develop industry information, guidance and advice with a focus on the hazards and vulnerable groups identified in the WHSQ Priority Plan in conjunction with Specialised Health and Safety Services and Strategic Communications (for example, articles for Esafe, content for the WorkSafe website, fact sheets, brochures etc).
 - Provide updates to the relevant Industry Sector Standing Committees
 - Support these industries in creating an environment for health and safety representatives and safety committees to be successful by providing expert advice to the HSR team in Strategic and Advisory Services (SAS), Policy and Workplace Services (PWS).
- Support other units within OIR with industry specific advice or information.
- Manage the accreditation of the swing stage scaffold users course and licensing.
- Participate in reporting and updates for the WHSQ Executive in line with the WHSQ Priority Plan.

Functions and Inspectors to remain in Compliance and Field Services (CFS)

Functions

- Development, analysis and reporting on proactive construction compliance campaigns (blitzes).
- Monitoring, analysis and reporting on compliance activities relating to the construction industry and major construction projects for:
 - weekly Cross River Rail updates for the Minister's Office
 - PPOs on construction, Cross River Rail or other major construction projects
 - estimates briefs on construction, Cross River Rail or other major construction projects.
- Responding to media requests about major construction projects.
- Proactive visits to major construction projects, including the renewable energy sector.
- Management of the major projects module in RAPID.

Inspectors

- Major construction projects lead Inspector John Azcune – Logan construction inspector pool.
- Renewables lead Inspector Brian Drake – Maroochydore construction inspector pool.
- Two construction principal inspector positions (recruitment process paused).

Sarina to advise

- If the pre-construction engagement with developers and principal contractors for major construction projects, including renewables, to provide advice about best practice procurement processes and due diligence duties under the Work Health and Safety Act 2011 remains in CFS.
- Who the point of contact is within CFS if compliance visits are required for government-funded work to support the pre-qualification of contractors program of work or if there are queries about compliance activities.

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-10 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026

A handwritten signature in black ink, appearing to be 'SEW', written over a horizontal dotted line.

Sarina Erika Wise

A handwritten signature in blue ink, appearing to be 'Tom Wey', written over a horizontal dotted line.

Witness (Lawyer)

SW-10

From: Stacey Ozolins [REDACTED]
Sent: Fri 08/10/2023 5:00:13 PM (UTC+10:00)
To: Karin Brailey-Ponting [REDACTED]; Frank D'Allura [REDACTED]; Warwick Holmes [REDACTED]; Luke Ellis [REDACTED]; David Whittaker [REDACTED]; Billy Colless [REDACTED]
Cc: Peter McKay [REDACTED]; Andrew Harris [REDACTED]; Michelle Brooker [REDACTED]; Christopher Coxon [REDACTED]; Kym Tollenare [REDACTED]; Jason Plath [REDACTED]; Dale Blight [REDACTED]
Subject: RE: HSR cease work direction - implementation by the workers

Dear Karin, Health and Safety Representatives and Together Queensland Representatives,

I acknowledge receipt of the email notification sent to Kym Tollenare and Jason Plath as Regional Directors regarding the HSR cease work direction issued this afternoon.

I respectfully request you lift this cease work direction and that all work recommence immediately so that we can continue conversations to resolve the matter. I will send an invitation for Monday morning at 9:30 which can in person and on Teams.

We are actively considering seeking the assistance of the QIRC, which we will pursue should we be unable to resolve this matter on Monday morning.

I would like thank you for your comprehensive email and acknowledging the work that we have done together in an attempt to resolve what is a complex and challenging issue.

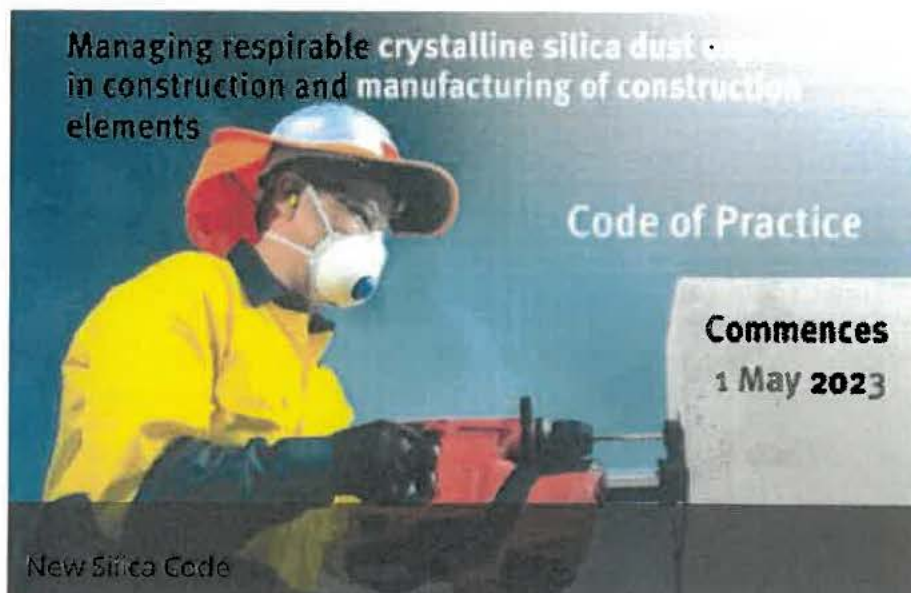
Kind regards,

Kind regards,

Stacey Ozolins
 A/Executive Director
 WHS Compliance and Field Services
 Office of Industrial Relations

M: [REDACTED]

Stay informed on the latest electrical safety issues through:
 Subscribing to eSAFE: www.worksafe.qld.gov.au
 Facebook: <https://www.facebook.com/WorkSafeQueensland>
 YouTube: <http://www.youtube.com/user/WorkSafeQueensland>



From: Karin Brailey-Ponting [REDACTED]
Sent: Friday, 6 October 2023 12:03 PM
To: Stacey Ozolins [REDACTED]
Cc: Andrew Harris [REDACTED]; Michelle Brooker [REDACTED]; Frank D'Allura [REDACTED]; John Barber [REDACTED]; Warwick Holmes [REDACTED]; Luke Ellis [REDACTED]; Christopher Coxon [REDACTED]
Subject: HSR cease work direction - implementation by the workers

Good morning Stacey,

Many thanks for meeting up earlier today with myself as well as on Wednesday with the effected HSRs to try to resolve the unresolved WHS matter of *inspectors being filmed at worksites by union officials, the footage being placed onto social media attracting comments that give rise to cyberbullying of WHS Inspectars in the construction team.*

I want to firstly thank you for your efforts and acknowledge the work that has been done to date to attempt to resolve this matter amongst addressing other adjunct psychosocial hazards that have arisen within the construction team.

Since 31 March 2023, construction inspectors (predominantly in the south east Queensland area) have been subject to a union official (namely Matthew Vonhoff) taking footage of inspectors at workplaces attended to by the official, having the footage edited and the edited footage placed up onto the social media platform *Facebook*. These social media posts allow for comments by the general public and have collectively amassed over 250, 000 views.

Comments directed towards inspectors (namely inspectors in the footage) identified the inspector by name and have attracted negative comments about the inspectors physical appearance, suggesting multiple inspectors are participating in corrupt conduct as well as comments suggesting an inspector participates in sexual activities with minors. Further to this, an inspector has continued being filmed after they completed works at the workplace and were followed by the official as they were returning to their vehicle. Additionally, an inspector shown in one post was directly identified in an unrelated matter from the social media post and the inspector was subsequently threatened with physical violence with a grinder.

The HSRs covering the workers affected by this risk believe that these activities give rise to a serious risk, and the risk of exposure is imminent. This level of risk meets the threshold for a HSR to be able to direct a worker in their workgroup to cease work.

As a result, the HSRs in the south east Queensland area will be directing the workers in their work group to cease the unsafe work listed below;

Conducting activities as a WHS Inspector at workplaces where;

- it is likely that union officials will be present, and,
- it is likely that footage has the potential to be taken and,
- it is likely that the footage will be placed onto social media platforms for the purpose of creating psychological risk of harm to WHS inspectors.

When these directions have been communicated to the workers in the work groups I will update you specifically.

I have outlined the risk assessment below consistent with the Managing the Risk of Psychosocial Hazards at the Workplace Code of Practice - Part 3.2.2 to demonstrate how the imminent serious risk determination has been made.

RISK ASSESSMENT - WORKPLACE BULLYING -

cyber bullying

Duration: initial footage uploaded to FB on 31 March 2023 - still present and additional footage continues to be uploaded without being removed. Total - up to 7 months of sustained exposure

Frequency: recent escalation in the numbers of images and footage of inspectors being added (2 in 4 week period in early 2023, 4 in 4 week period in late 2023). Every interaction with Vonhoff has involved inspectors being recorded.

Severity of the exposure: inspectors in the footage are called out by name in the comments of the post, attracting negative comments about workers physical appearance, suggesting worker are participating in corrupt conduct as well as comments suggesting the inspector participates in sexual activities with minors. Workers have been filmed whilst they have completed works onsite and were followed as they left the site returning to their vehicle. Due to the nature of the exposure and the entry permit holder status, limited actions can be directly taken to mitigate the risk. Controls implemented by the PCBU to address the concerns of the workers has not been effective in eliminating or minimising the likelihood of exposure to the workers.

Fatality of a worker exposed to similar workplace activities and exposed to workplace bullying -

Building regulator charged following inspector's death | WorkSafe Victoria

Interaction or combination of hazards: see below

High and/or low job demands: Sustained and intense high levels of mental and emotional job demands (including low staff numbers of fully trained inspectors to attend sites where they are likely to be exposed to being filmed onsite, high vigilance due to significant scrutiny regarding actions taken onsite, high emotional demand dealing with fatalities / difficult client behaviours.

Low role clarity: uncertainty about attendance at a workplace where assistance has been requested by entry permit holders or via other right of entry means, important task information is not available (particularly in relation to how to address difficult client behaviours involving where footage is being taken). Historic concerns regarding abilities to leave unsafe situations giving rise to complaints about inspectors.

Poor organisational justice: inspectors being exposed to health and safety risks and not having the ability to escalate to an independent agency to have them addressed where they believe they are not being addressed; inspectors having to execute powers and functions to enforce compliance with WHS concerns they are exposed to with limited ability for recourse if they are not adequately addressed.

Poor workplace relationships including interpersonal conflict: lingering historic interpersonal conflict concerns within the construction team as well as concerns raised by inspectors about how complaints have been managed historically by OIR still linger.

Poor environmental conditions: inspectors exposed to hazardous work environments including blood or bodily fluids, poor air quality requiring PPE usage (asbestos and silica), poor lighting where events occur at night, nuisance noise - including background noise from stakeholders and temperature extremes.

Traumatic events: Investigating, witnessing, and being exposed to traumatic events. This includes reading, hearing or seeing accounts of traumatic events including workplace fatalities and seeing co-workers being exposed to cyber-bullying. Inspectors perceive these experiences as traumatic as they are unexpected, perceived as uncontrollable, there is a threat to life or safety and the result is intentional cruel.

Violence and aggression: workers are exposed to threats of physical violence in person (subsequent to one of the most recent online posts) as well as historic threats online. Workers are often challenged in an aggressive manner and exposed to threats of physical violence.

Bullying: Repeated and unreasonable behaviour directed towards inspectors (namely workers in the footage are called out by name in the comments of the post making negative comments about workers physical appearance, suggesting worker are participating in corrupt conduct as well as comments suggesting the inspector participates in sexual activities with minors. Workers have been filmed whilst they have completed works onsite and were followed as they left the site) creating a risk to health and safety. This has occurred with the same entry permit holder. A reasonable person would see this behaviour as victimising, humiliating, intimidating, and threatening.

Specific actions / control measures outlined to resolve the issue includes the following;

Eliminate

- Placing non-disturbance notices on larger areas of the workplace where inspectors must be in attendance with officials to prevent close up filming.
- Not sending inspectors who have already been exposed to adverse comments on social media to sites where it is likely they will be put at risk again.
- triaging notifications that are received by union officials to determine if an inspector is required to attend site to assist with a workplace right of entry matter.
- conducting joint visits with QBCC to look to manage licences for poor workplace performers.

Minimise

- Executive director, HSRs, persons assisting HSRs, inspectors and other OIR staff who have seen the posts reporting the posts to the social media platform directly and going through an appeals process to have the posts removed.
- the individual exposed to the risk reporting the post to the e-Safety Commissioner to attempt to remove the post.
- the individual exposed to the risk reporting the post to the Fair Work Commission to have a Stop Bullying Order implemented

It was acknowledged during the Wednesday meeting that despite the implementation of the abovementioned controls, the risk still exists to workers. Workers and HSRs have identified the below additional measures as a way to further eliminate or minimise this risk;

1. Injunction to cease the entry permit holder from taking photographs and film as they do not have an express right to do so.
2. Application to the industrial registrar to have the entry permit holders permit revoked by OIR or the Regulator.
3. Application to the industrial registrar to have conditions placed on the entry permit by OIR or the Regulator.

The HSRs believe these actions to be appropriate and proportionate given the severity of the risk and put forward the following brief reasons to validate the need for these controls to be considered.

1. Injunction - In PAUL KIRBY and JKC AUSTRALIA LNG PTY LTD, Judge WHITE outlined "section 118 does not include expressly any right to use a camera" and, "it is significant that in a provision which is highly prescriptive as to what might be done by a permit holder, there is no express grant of authority to take photographs or to make a film."
2. Revoking permit or placing conditions - The permit holder is falling outside his rights as an entry permit holder by taking the footage. Additionally, the permit holder is breaching Privacy provisions outlined in the Act and other WHS breaches including exposing themselves to falls from heights risks, self-reported silica and asbestos exposure without appropriate RPE, and failure to comply with site rules regarding signing in to site.

There may be further options that are being explored by the department at this time that the HSRs

are not currently aware of to address this this matter and are willing to discuss via phone or Teams to expedite a resolution to this matter.

Again I thank you for the efforts to date to attempt to resolve this complex and challenging issue.

Kind regards,



Queensland
Government Karin Brailey Ponting
A/Principal Advisor
Industry Strategy and Culture
Office of Industrial Relations

M: [REDACTED]

Email: [REDACTED]

The most important reason for making your workplace safe, is not at work at all.
Work safe. Home safe

COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY

ANNEXURE SHEET

This is a document referred to as SW-11 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026




Sarina Erika Wise



Witness (Lawyer)

SW-11


Screenshot	Time	URL	Medium	Channel	Publish date	WHSQ Inspector mention	WHSQ Inspector names mentioned	WHSQ Inspector visual identification	WHSQ mention	Notes
										
	6:08 mins	https://www.facebook.com/watch/?v=27964865123961654&external_log_fb=52&date=1007-06-15-13&_ft=25786e79&utm_source	Video	CFMEU Construction & General QLD/NT Facebook page	27/09/2024				WHSQ visited and nothing changed	named of video/italic, name of actual inspector
	0:02 mins	https://www.facebook.com/watch/?v=6939207769854	Video	CFMEU Construction & General QLD/NT Facebook page	8/09/2023				Films back of Inspector	
										
										
	1:56 mins	https://www.facebook.com/watch/?v=6858707363824	Video	CFMEU Construction & General QLD/NT Facebook page	8/09/2023				"Have you been directed not to talk to us James"	Inspector's face and gov ID visible

	<p>NA</p> <p>https://www.facebook.com/sueth/746859377988624</p>	<p>Post comments</p> <p>CFMEU Construction & General QLD/NT Facebook page</p> <p>9/8/2023</p>	<p>WKS don't show us</p>
	<p>0:15 mins</p> <p>https://www.facebook.com/sueth/746859377988624</p>	<p>video</p> <p>CFMEU Construction & General QLD/NT Facebook page</p> <p>5/07/2024</p>	<p>WWSQ inspectors not doing their job'</p> <p>WWSQ inspectors not doing their job'</p> <p>multiple mentions</p>
	<p>2:55 mins</p> <p>https://www.facebook.com/sueth/746859377988624</p>	<p>video</p> <p>CFMEU Construction & General QLD/NT Facebook page</p> <p>9/07/2024</p>	<p>mentions 'Gary'</p> <p>identifies location as Mt Gravell</p>
	<p>4:52 mins</p> <p>https://www.facebook.com/sueth/746859377988624</p>	<p>video</p> <p>CFMEU Construction & General QLD/NT Facebook page</p> <p>9/07/2024</p>	<p>shows face of Inspector and gov ID</p> <p>overriding of original Inspector</p>


	<p>NA</p> <p>https://www.facebook.com/watch/?v=50979743488861</p>	<p>comments</p> <p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>7/5/2018</p>	<p>poor job from WHSQ</p>
	<p>https://www.facebook.com/cfmeu/qldnt/videos/1472271171403703</p>	<p>video</p> <p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>24/01/2023</p>	<p>questions whether WHSQ will come out truck rollover filmed comments on post include some mentions of WHSQ</p>
	<p>3:19 mins</p> <p>https://www.facebook.com/cfmeu/qldnt/videos/269919628461380</p>	<p>video</p> <p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>5/12/2023</p>	<p>what is WHSQ doing?</p>
	<p>1:38 mins</p> <p>https://www.facebook.com/cfmeu/qldnt/videos/899318608481880</p>	<p>comments</p> <p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>5/12/2023</p>	<p>CFMEU like the comment WHSQ raised</p>


<p>How many more lives must be lost before Workplace Health & Safety Queensland get serious about safety?</p>	2:07mins	https://www.facebook.com/dm.welsh/videos/8999198248186/	video	CFMEU Construction & General QLD/NT Facebook page	5/12/2023		
	1:52 mins	https://www.facebook.com/dm.welsh/videos/9270914237486/	video	CFMEU Construction & General QLD/NT Facebook page	5/12/2023	Inspectors shown as video	video called 'where's WHSQ?'
	0:24 mins	https://www.facebook.com/dm.welsh/videos/11724410914884/	video	CFMEU Construction & General QLD/NT Facebook page	26/10/2023	WHSQ didn't bother to show mentions 'acting DDG' @ 3mins	
<p>CFMEU Construction & General QLD/NT It's a shame that... When county... Workplace Health and Safety Queensland... worked with... government health and safety regulators can't even take the necessary steps to protect public health... See how</p>		https://www.facebook.com/dm.welsh/videos/11724410914884/	copy accompanying video	CFMEU Construction & General QLD/NT Facebook page	25-10-2023		

	<p>https://www.facebook.com/cfmgqldnt/videos/197245050148942</p>	<p>comments</p>	<p>CFMBU Construction & General QLD/NT Facebook page</p>	<p>23/10/2023</p>	<p>'Johny Barbara'</p>	<p>We have a construction inspector named John Barber</p>
	<p>3:34 mins https://www.facebook.com/cfmgqldnt/videos/728163195004435</p>	<p>video</p>	<p>CFMBU Construction & General QLD/NT Facebook page</p>	<p>13/9/23</p>	<p>WHSQ have come through and listed this off referring to damaged scaffolding</p>	<p>WHSQ mentions throughout - "who was on patrol from WHSQ in the city because they're clearly not doing their job"</p>
	<p>0:14 mins https://www.facebook.com/cfmgqldnt/videos/995852572231183</p>	<p>video</p>	<p>CFMBU Construction & General QLD/NT Facebook page</p>	<p>30/8/2023</p>	<p>'workers have seen WHSQ inspectors on this site'</p>	<p>WHSQ mentions throughout Comments section includes a lot of WHSQ/WNSQ inspector mentions from the public</p>

<p>WHAT YOU ARE ABOUT TO WATCH IS ANOTHER EXAMPLE OF THE POOR SAFETY STANDARDS BY THE CROSS RIVER FILL PROJECT AND A WHS INSPECTOR NEGLECTING THEIR DUTY TO ENSURE THE SITE IS SAFE FOR WORKERS.</p>					
<p>CFMEU Construction & General QLD/NT 9 April 2023 - 14</p> <p>WorkSafe Cross River Fall Yet again the mutual orientation procedure at the CPD Quantified Transport Australia's WorkSafe Unsat joint venture is failing to try and find a way to prevent the inevitable Cross River fat project. After warnings on the road out to the Cross River concerns about safety and critical attention and identified serious issues with emergency access and egress. Our unions called WorkSafe Queensland for assistance but instead of even looking at the problem areas, WorkSafe inspectors issued fines and notices with penalty notices for doing so in their job and represent members. See link</p>	<p>0:03 mins https://www.facebook.com/cfmeuqldnt/videos/95341207569313</p>	<p>video</p> <p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>4/06/2023</p> <p>WHS Inspectors neglecting their duty</p>		
 <p>Queensland Government CPB TOGETHER</p>	<p>1:04 mins https://www.facebook.com/cfmeuqldnt/videos/95341207569313</p>	<p>Copy/recommending video</p> <p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>4/06/2023</p> <p>WorkSafe QLD</p>		
<p>Comments</p> <p>Most relevant</p> <p>Raece Hamilton big Johnny haha</p> <p>Eden Thafa John's a fat arse</p> <p>Tim Anderson John the fat pig, belongs in that</p>	<p>1:04 mins https://www.facebook.com/cfmeuqldnt/videos/95341207569313</p>	<p>video</p> <p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>4/06/2023</p> <p>John</p>	<p>Face shown of Inspector</p>	<p>Inspector named and shown throughout</p>
	<p>1:04 mins https://www.facebook.com/cfmeuqldnt/videos/95341207569313</p>	<p>comments</p> <p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>4/06/2023</p> <p>John mentioned throughout</p>		<p>Comments from the public, naming and shaming WHS Inspector John Barber and WHS inspectors in general</p>

	<p>0:02 mins</p>	<p>https://www.facebook.com/7fmsvalbtkk/loopy/2188295405312741</p>	<p>video</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>31/9/2021</p>	<p>WorkSafe Inspectors' 'Frank'</p>	<p>shows face of inspector Comments from the public also name Frank</p>
<p>CFMEU Construction & General QLD/NT 2 February 2021</p> <p>Formwork deck partially collapsed Yet again the dysfunctional WHSQ has failed, creating a heightened risk and negatively impacting the health and safety of QLD workers today, when a formwork deck partially collapsed while concrete was being poured, while inspectors refused to enter site and investigate the incident. Queensland workers deserve better from a Labor government. See pics</p> <p>56 40v 11A 1.1K 45</p> <p>Like Comment Share</p>	<p>NA</p>	<p>https://www.facebook.com/ctmvalbtkk/loopy/8904908604904908</p>	<p>copy accompanying video</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>2/12/2023</p>	<p>WHSQ failure and 'refusing to come on site'</p>	<p>WHSQ mentions throughout video Video comments from public mention DDG</p>
	<p>1:52 mins</p>	<p>https://www.facebook.com/ctmvalbtkk/loopy/11547200119548836</p>	<p>video</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>18/9/2021</p>	<p>WHSQ Inspector mention</p>	<p>WHSQ Inspector blurred out professional mention, not derogatory</p>
<p>NA</p>	<p>NA</p>	<p>https://www.facebook.com/ctmvalbtkk/loopy/33091801319286609</p>	<p>video</p>	<p>Construction & General QLD/NT Facebook page</p>	<p>7/07/2020</p>	<p>professional WHSQ mention</p>	<p>professional WHSQ mention</p>
<p>NA</p>	<p>NA</p>	<p>https://www.facebook.com/ctmvalbtkk/loopy/3016949096411391</p>	<p>video</p>	<p>Construction & General QLD/NT Facebook page</p>	<p>8/07/2020</p>	<p>professional WHSQ mention</p>	<p>professional WHSQ mention</p>
<p>NA</p>	<p>NA</p>	<p>https://www.facebook.com/ctmvalbtkk/loopy/2584824327884124</p>	<p>video</p>	<p>Construction & General QLD/NT Facebook page</p>	<p>18/6/2020</p>	<p>professional WHSQ mention</p>	<p>professional WHSQ mention</p>
<p>NA</p>	<p>NA</p>	<p>https://www.facebook.com/ctmvalbtkk/loopy/631172357448918</p>	<p>video</p>	<p>Construction & General QLD/NT Facebook page</p>	<p>3/10/2020</p>	<p>professional WHSQ mention</p>	<p>professional WHSQ mention</p>
<p>"Since industrial manslaughter laws were introduced in Queensland, there have been 162 worker fatalities and 60 bystander deaths. It is outrageous that the do-nothing Work Health and Safety Prosecutor has brought forward prosecutions on just two occasions.</p>	<p>NA</p>	<p>https://www.facebook.com/ctmvalbtkk/loopy/7049400932911807</p>	<p>copy accompanying post</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>2/10/2021</p>	<p>WHSQ mention</p>	<p>mentions prosecutor and the minister</p>

<p>"The Industrial Relations Minister Grace Grace should hang her head in shame and the Work Health and Safety Prosecutor Simon Nicholson should be sacked."</p>						
<p>CFMEU Construction & General QLD/NT 4 March · 🌐</p> <p>Explosives were detonated just 30 metres below underground workers at the Kidston Pumped Storage Hydro project in North Queensland. As usual, Workplace Health and Safety Queensland is dragging the chain in the investigation. 📌 See less</p> <p>👍 72 🗨️ 13</p>	<p>NA</p> <p>https://www.facebook.com/whsqs/posts/3761692429213251 9678&source=400069455773429_2207520000</p>	<p>copy accompanying post</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>29/04/2024</p>	<p>WHSQ mention</p>	<p>mentions protector and the minister</p>
<p>"In December, Workplace Health and Safety Queensland failed to properly investigate a heat-related fatality on a BMD site near Ipswich."</p>	<p>NA</p> <p>https://www.facebook.com/whsqs/posts/2761281850017273 7273&source=100064103728029_2207520000</p>	<p>copy accompanying post</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>4/09/2024</p>	<p>WHSQ mention</p>	
<p>"As usual, Workplace Health and Safety Queensland is missing-in-action, leaving workers to fend for themselves in a taxpayer-funded death trap."</p>	<p>NA</p> <p>https://www.facebook.com/whsqs/posts/277282258492890 890&source=100064103728029_2207520000</p>	<p>copy accompanying post</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>15/02/2024</p>	<p>WHSQ mention</p>	
<p>REVEALED</p> <p>Workplace Health & Safety Queensland 2023 Wrapped</p> 	<p>NA</p> <p>https://www.facebook.com/whsqs/posts/733759875455 077&source=100064103728029_2207520000</p>	<p>copy accompanying post</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>15/02/2024</p>	<p>WHSQ mention</p>	

	<p>NA</p>	<p>https://www.facebook.com/whsq/100064452179302-3202320000</p>	<p>post</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>16/11/2023</p>	<p>WHSQ mention</p>	<p>union in picture dressed as inspector</p>
	<p>NA</p>	<p>https://www.facebook.com/whsq/100064452179302-3202320000</p>	<p>post</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>16/12/2023</p>	<p>WHSQ mention</p>	
<p>CFMEU Construction & General QLD/NT November 2023 - 08</p> <p>After a town camp brought down power lines over a utility and power issue on Church Street on Monday, it took Work Safe Queensland 2 HOURS to show up!</p> <p>The crane operator was trapped for hours, and neighbouring properties and businesses that power for most of the night when recovery work took time.</p> <p>Naturally the CFMEU and emergency services were on site to help/assist, but due to the WHSQ we go elsewhere to be seen.</p> <p>No wonder Queensland workers and the broader community have faith in WHSQ.</p> <p>SHAME SHAME SHAME See pic</p> <p>77</p>	<p>NA</p>	<p>https://www.facebook.com/whsq/100064452179302-3202320000</p>	<p>copy accompanying post</p>	<p>CFMEU Construction & General QLD/NT Facebook page</p>	<p>10/10/2023</p>	<p>WHSQ Inspector mention</p>	<p>WHSQ mention</p>

Screenshot



WHSQ PA



WHSQ PA



Time	URL	Medium	Channel	WHSQ Inspector		WHSQ Inspector visual identification	WHSQ mention	Notes
				Publication mention	WHSQ Inspector name mentioned			
1:58 mins	https://www.facebook.com/west27-vj8892079146-19	video	CFMEU Construction & General QLD/NT Facebook page	2/09/2023	'Have you been directed not to talk to us James'	Inspector's face and gov ID visible		
2:55 mins	https://www.facebook.com/vm101737-1111111117	video	CFMEU Construction & General QLD/NT Facebook page	5/07/2024	mentions 'Gary'			Identifies location as Mt Gravatt
4:52 mins	https://www.facebook.com/vm103792434889817	video	CFMEU Construction & General QLD/NT Facebook page	5/07/2024		shows face of Inspector and gov ID		overturning of original Inspector
1:52 mins	https://www.facebook.com/vm103792434889817	video	CFMEU Construction & General QLD/NT Facebook page	9/02/2024		inspectors shown on video		video called 'where's WHSQ?'



	https://www.facebook.com/cfmeuconstruction/posts/1372563950126842	comment	CFMEU Construction & General QLD/NT Facebook page	25/10/2023	'Johnny Barham'		We have a construction Inspector named John Barber
1:04 mins	https://www.facebook.com/cfmeuconstruction/posts/3636513	video	CFMEU Construction & General QLD/NT Facebook page	4/06/2023	'John'	Face shown of Inspector	Inspector named and shown throughout
NA	https://www.facebook.com/cfmeuconstruction/posts/333637073636513	comment	CFMEU Construction & General QLD/NT Facebook page	4/06/2023	John mentioned throughout		Comments from the public, naming and shaming WHS Inspector John Barber and WHS Inspectors in general



0:02 mins <https://www.facebook.com/cfm-elu-construction-general-qld-nt/>
5352791

video

CFM ELU Construction & General QLD/NT Facebook page

11/3/2023




WorkSafe Inspectors

Frank

shows face of Inspector

Comments from the public also name Frank

25/2/23 Audit	Text content	Time	URL	Medium	Channel	WHSQ Inspector Publish date/mention	WHSQ Inspector name mentioned	WHSQ Inspector visual identification	WHSQ mention	Notes
5/11 on FB		1:58 mins	https://www.facebook.com/oldnt/posts/1000000000000000	video	CFMEU Construction & General QLD/NT Facebook page	8/09/2023				'Have you been distracted not to talk to us James' Inspector's face and gov ID visible
5/11 on FB		2:55 mins	https://www.facebook.com/oldnt/posts/1000000000000000	video	CFMEU Construction & General QLD/NT Facebook page	5/07/2024				identifies location as Mt Gravatt
5/11 on FB		4:52 mins	https://www.facebook.com/oldnt/posts/1000000000000000	video	CFMEU Construction & General QLD/NT Facebook page	5/07/2024				shows face of inspector and gov ID overloading of original inspector
5/11 on FB		1:57 mins	https://www.facebook.com/oldnt/posts/1000000000000000	video	CFMEU Construction & General QLD/NT Facebook page	9/02/2024				inspector shown on video video called 'where's WHSQ'

 <p>Comment deleted</p>		<p>https://www.facebook.com/whysaidso/mentions/17144303011884/</p>	<p>CPMEU Construction & General QLD/NT Facebook</p>	<p>3/15/2023</p>	<p>'Johnny Barbera'</p>	<p>We have a construction inspector named John Barber</p>
<p>Still on FB</p>		<p>104 miles https://www.facebook.com/dmccalder/mentions/79344202549753/</p>	<p>CPMEU Construction & General QLD/NT Facebook</p>	<p>4/17/2023</p>	<p>'John'</p>	<p>face shown of inspector inspector named and shown throughout</p>
<p>Still on FB</p>	<p>Most relevant w Edna Barbera Rescue Hamilton big Johnny haha Ty Like Reply Edna Barbera John's a fat greok Ty Like Reply Tim Anderson John the fat pig, belongs in that</p>	<p>NA https://www.facebook.com/timanderson554817919/</p>	<p>CPMEU Construction & General QLD/NT Facebook</p>	<p>4/06/2023</p>	<p>John mentioned throughout</p>	<p>Comments from the public, naming and shaming WHS Inspector John Barber and WHS inspectors in general</p>
<p>Still on FB</p>		<p>002 miles https://www.facebook.com/whysaidso/mentions/113785400/</p>	<p>CPMEU Construction & General QLD/NT Facebook</p>	<p>WorkSafe Inspectors 3/17/2023</p>	<p>'Frank'</p>	<p>showed face of inspector Comments from the public aka name Frank</p>

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-12 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

C2

**WHS Compliance and Field Services Response to Proposed Controls
Risk Mitigation of WHS Inspectors with Regard Stakeholder Interactions**

Area of Responsibility	Control	WHSQ response to control
1. Government Policy and Legislation	1.1 Consideration of legislative changes to provide better definition around offenses against WHS Inspectors and consider changes to the definition of hinder / obstruct, assault, threaten / intimidate.	Accepted. Where identified the ED CFS will request legislative changes to support this control.
2. Unions	2.1 Media release to public to articulate inappropriate actions directed towards inspectors from TQU.	This control is at the discretion of the TQU.
	2.2 TQ to request Industrial Registrar seek EPH permit removal / conditions.	This control is at the discretion of the TQU.
	2.3 TQ to raise a workplace concern to WHSQ to have concerns of EPH addressed.	This control is at the discretion of the TQU.
3. Regulator	3.1 Regulator to request Industrial Registrar seek the EPH permit removal / conditions.	Not accepted however, this may be further considered depending on the outcome of control 1.1.
	3.2 Regulator to undertake issues resolution with CFMEU to address psychosocial hazard concerns.	Partially Accepted - A letter from the Regulator to the CFMEU will be drafted, outlining the issues raised and the potential impacts on Inspectors.
	3.3 Make an application for an injunction to stop EPH filming inspectors as it is not a prescribed right under s.118 of the act.	Not accepted. Advice received considers that due process challenges exist in the use of this control. However, the operating procedure will be amended to better equip the Inspectorate to cease the use of recording devices by the EPH.
4. OIR as PCBU	4.1 PCBU to undertake formal issues resolution with CFMEU to address psychosocial hazard concerns.	Partially Accepted - A letter from the Regulator to the CFMEU will be drafted, outlining the issues raised and the potential impacts on Inspectors.
	4.2 Make an application for an injunction to stop EPH filming WHS Inspectors due to the	Not accepted. Advice received raises challenges for this control under the WHS act.

	absence of right under s.118 of the act.	It should also be noted that recommendation 11(c) contained in the 'Review of the Work Health and Safety Act 2011 Final Report December 2022' proposes that section 118 of the WHS Act is amended to provide that WHS entry permit holders may take photographs, take videos, or make measurements and/or samples while at the premises. This recommendation has been accepted by the government with legislative amendments currently being drafted.
	4.3 Regulator to request the Industrial Registrar to remove or place conditions on the EPH.	Not accepted however, later consideration may be available depending on the outcome of control 1.1.
	4.4 Tighten loopholes "in practice" to ensure prosecutions can be undertaken with sufficient evidence to address matters under s.118 (of the act) through field operating reference cards.	Accepted. A FORC is to be produced.
	4.5 Develop support materials for WHS Inspectors to use in the field. Where an inspector/s feels uncomfortable, stressed, or intimidated, the inspector will utilise a quick reference procedure (QRP) or field operations reference card (FORC) that provides direction outlining the actions that will be taken if the behaviour continues.	Accepted. A FORC is to be produced.
	4.6 Contentious stakeholder engagement risk assessment control measures (attached document).	Accepted.
	4.7 Developing a clear policy and procedure for circumstances when OIR may decide to not facilitate inspector attendance at a workplace, for example at a joint site inspection, where the relevant stakeholder has a history of inappropriate	Accepted. The Triage practice will be updated.

	conduct; or OIR has intelligence that inappropriate conduct is likely to occur. Note: Any procedure would include ensuring that OIR continues to fulfill its regulatory function, for example responding to serious incidents or reports of serious and imminent risk.	
	4.8 Rotation of employees away from identified roles to manage exposure to risks.	Accepted. Correspondence to the Inspectorate will be sent providing opportunity to temporarily rotate through the AAA team where there is currently a backlog of matters that require triaging/allocation. The in-field resourcing and service delivery will be considered as part of any rotations plan.
	4.9 Clarifying with stakeholders OIRs expectation when OIR carryout service requests/engagements and what OIRs response will be if inappropriate behaviour is experienced.	Accepted. OIR will review the current "What to expect when an inspector calls" document.
	4.10 A procedure that documents the process to remove footage from social media.	Accepted and covered in the Draft Cyber Abuse Guidelines provided.
	4.11 A process for managing the risks of being filmed by third parties.	Accepted but considered as control under control 1.1 seeking robust legislation to support this.
	4.12 An OIR approach to addressing / advising stakeholders of expected behaviours when CFS/OIR staff are carrying out their roles.	Accepted. OIR will review the current "What to expect when an inspector calls" document.
	4.13 Adverse social media / online content working group to address adverse online content.	Accepted. The ED of CFS has arranged regular meetings with HSR group where issues can be raised directly with the ED and remedy where possible. The process on how to manage adverse online content will be outlined in the Cyber Abuse Guideline.
5. Associations / Industry	5.1 QBCC to conduct joint visits with inspectors with a view to having poor performing builders restricted in their ability to practice minimising	Accepted. Interagency cooperation continues to support interaction with common stakeholders.

	exposure to sites likely to attract significant attention by entry permit holders.	
6. CCFS Technical and Operational Management	6.1 The Operations Managers to refer workplace concerns raised regarding EPH conduct to State-wide investigations to investigate under sections s.190, s.188, s1.46 of the act and 1 s.55A-D of the regulation where offences where not already notified.	Accepted. Noting that the current referral process to SWI and referral responsibility will be reviewed and will consider the full occurrence of these matters in WHS CFS.
	6.2 Inspector – issue a non-disturbance notice to the entire site to separate the EPH from WHS Inspector.	Not accepted. OIR is of the view that this is an extension of inspector powers. Issuing of a non-disturbance is to exercise compliance powers not to be an internal safety control. Communications providing OIR's position on the appropriate use of this power will be provided to the Inspectorate.
	6.3 Inspector – issue a seizure notice to separate EPH from inspector when addressing unsafe workplaces.	Not accepted. OIR is of the view that this is an extension of inspector powers. Issuing of a seizure notice is to exercise compliance powers not to be an internal safety control. Communications providing OIR's position on the appropriate use of this power will be provided to the Inspectorate.
	6.4 Inspectors exercise powers to seize cameras / phones where footage has been taken from an EPH.	Not accepted. OIR is of the view that this is an extension of inspector powers. Issuing of a seizure notice is to exercise compliance powers not to be an internal safety control. Communications providing OIR's position on the appropriate use of this power will be provided to the Inspectorate.
7. Environment and surroundings	o No controls identified.	
8. Individual actions	8.1 Report the Facebook post to the Meta.	Accepted and covered in the Draft Cyber Abuse Guideline provided.
	8.2 Complete appeals of reported post to independent oversight body.	Accepted and covered in the Draft Cyber Abuse Guideline provided.

	8.3 Make a complaint to the e-Safety Commissioner to have content removed.	Accepted and covered in the Draft Cyber Abuse Guideline provided.
	8.4 Apply to the Fair Work Commission for a cease bullying order.	This requires individual reporting by Inspector. PCBU (OIR) is supportive in process however matters would be treated on a case by case basis.
9. Additional controls	<ul style="list-style-type: none"> o Crown logo is on footage displayed by some stakeholders – referral to Premier and Cabinet for consideration to have the content removed by the online provider. 	Accepted and covered in the Draft Cyber Abuse Guideline provided.
	<ul style="list-style-type: none"> o Privacy of inspectors has been breached – investigation. 	Accepted and covered in the Draft Cyber Abuse Guideline provided.
	<ul style="list-style-type: none"> o It is considered that there is precedent that by CFMEU having extended content remain on their Facebook page is accepting content as their own. 	Accepted and covered in the Draft Cyber Abuse Guideline provided.
10. Agreed Controls	10.1 Implementation of the triaging process (flowchart – showing referrals going to the Operations Managers etc).	Agreed in the QIRC on 6 November 2023. Implemented on 8 November 2023 resulting in Direction being lifted.
	10.2 The Field Operations Reference Card (FORC 5) regarding Cyber Safety and the OIR Cyber Abuse Guideline are finalised and published for CFS field staff information.	Agreed in the QIRC on 6 November 2023. Implemented on 8 November 2023 resulting in Direction being lifted.
	10.3 A flow chart and similar process put in place as to how notifications made by inspectors regarding breaches of the WHS Act can be put into the system for further investigation or consideration by other CFS staff (for instance, State-wide Investigations) with a three-month trial for all matters to be escalated to Sarina for review.	Agreed in the QIRC on 6 November 2023. Implemented on 8 November 2023 resulting in Direction being lifted.

ADJUNCT CONTROLS

CONTENTIOUS STAKEHOLDER RISK ASSESSMENT – excerpt

Control measures

Existing control measures

Policies and procedures- Responding to work-related violence and aggressive behaviour

- OIR Work-Related Violence and Aggression Policy
<http://intranet.int.oir.qld.gov.au/Documents/work-related-violence-and-aggression-policy.docx>
- Work related Violence and Aggression Prevention and Management Guidelines
<http://intranet.int.oir.qld.gov.au/Documents/work-related-violence-and-aggression-prevention-and-management-guideline.docx>
- Work related violence statement of principles
<http://intranet.int.oir.qld.gov.au/Documents/work-related-violence-statement-of-principles.docx>
- WHSQ guideline for preventing and responding to work-related violence
https://www.worksafe.qld.gov.au/data/assets/pdf_file/0010/82648/preventing-respond-work-violence.pdf
- HSW Incident and Hazard Report Form to notify of incidents
https://singuser44b8e1c3.syd1.qualtrics.com/lfe/form/SV_b0cnA6C06mWUxwO

Policies and procedures- Relevant operational policies and procedures (not exclusive)

- Compliance Monitoring and Enforcement policy
<http://intranet.int.oir.qld.gov.au/Documents/compliance-monitoring-enforcement-policy.pdf>
- Event Management Policy
<http://intranet.int.oir.qld.gov.au/Documents/event-management-ips.pdf>
- Dispute resolution
<http://intranet.int.oir.qld.gov.au/resources-centre/whsq-resources/whsq-current-operational-documents>

Personal Protective Equipment- Body worn camera:

- Policy
<http://intranet.int.oir.qld.gov.au/Documents/body-worn-camera-policy.pdf#search=body%20worn%20cameras>
- Procedure
<http://intranet.int.oir.qld.gov.au/Documents/body-worn-camera-procedure.pdf#search=body%20worn%20cameras>
- BWC Training

Organisational training and development include:

- Inspector training;
- Psychosocial Hazards Code of Practice.
- Body Worn Camera Inspector training;
- De-escalation training (TBA).

Localised controls include:

- Knowledge of localised issues by staff with experience of a particular stakeholder that is informally passed onto attending inspectors.

Possible additional control measures

Elimination

- Developing a clear policy and procedure for circumstances when OIR may decide to not facilitate inspector attendance at a workplace, for example at a joint site inspection, where the relevant stakeholder has a history of inappropriate conduct; or OIR has intelligence that inappropriate conduct is likely to occur.
Note: Any procedure must include ensuring that OIR continues to fulfill its regulatory function, for example responding to serious incidents or reports of serious and imminent risk.

Risk minimisation

- Review operational policies and procedures to include, for joint site inspections with WHS permit holders.
 - Minimum two-person response carried out in daylight hours only.
 - Prior to responding, seek necessary intelligence about the location, nature of the notification and PCBU/union official, representative of a party or any other stakeholder.
 - Assessment prior to response. If enquiries and prior PCBU history suggests there may be a risk of psycho-social harm:
 - Contact QPS prior to site visit to obtain assistance with a joint visit.
 - Do not facilitate a joint "walk-around" with the contentious stakeholder (see elimination).
- Develop support materials for inspectors to use in the field:
 - Where an inspector/s feels uncomfortable, stressed, or intimidated, the inspector will utilise a quick reference procedure (QRP) or field operations reference card (FORC) that provides a script outlining the actions that will be taken if the behaviour continues.
 - Refer, Appendix 1 example FORC (*Offences in relation to inspectors*)
- Introduce a buddy system where an inspector can quickly contact a manager/ Inspector/ Investigator for advice (or other OIR worker who has greater experience in engagement with contentious stakeholders).
- Develop operational procedures for circumstances and mechanisms about how and when QPS assistance can be obtained.

This may include that the inspector will leave site, while QPS assistance is, obtained and then the Inspector with a second Inspector/Lead Inspector/ Operations Manager will return to complete the inspection.

Management approval is not required for QPS assistance. A Manager will provide direct support in engaging QPS assistance if requested by the Inspector. QPS assistance cannot be cancelled by any other party apart from the person requesting the assistance.

Clarification of what specific actions (how) OIR provides support for inspectors to leave if they feel the situation is beyond de-escalation and that the site inspection cannot be carried out in conditions that are free from psycho-social harm.

Leveraging other regulatory levers to ensure compliance and safety on site should this occur.

- QPS Chief Negotiator – De-escalation training (Construction and Industrial, June/July 2023)
- Australian Psychological Services – vicarious trauma and cumulative trauma framework
- Rotation of employees away from particular roles to manage exposure to risks
- RAPID will have special interest flags which include “aggressive behaviour” that can be attached to a “party”. Can be used during assessment triage.
- Clarifying with stakeholders OIRs expectation when OIR carryout service requests/engagements and what OIRs response will be if inappropriate behaviour is experienced.
- OIR attending intra/inter agency intel / network groups and then provide the intel into RAPID for whole of OIR awareness.
- A procedure that documents the process to remove footage from social media.
- A process for managing the risks of being filmed by third parties.
- An OIR approach to addressing / advising stakeholders of expected behaviours when CFS/OIR staff are carrying out their roles.


Maintenance of controls

It is recommended a working group be established with predominantly frontline CFS staff while implementation of the controls is occurring. HSW (Tony Willis) to facilitate every 4 weeks from the date of implementation to monitor the effectiveness and make changes further to advice/feedback from frontline CFS workers.

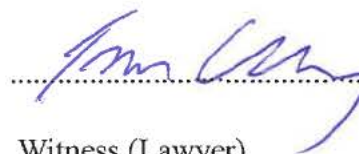
**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-13 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

10:08

95

SW-13



this is maybe how they are pushing thr sign in requirements. It is likely reason on the basis of a safety or emergency proced inspectors will make

KP

Kurt

23 Apr 2024 at 11:19 am

In meeting

This is urgent

I am chairing meeting - can you text

If easier call to lodge a request in you need urgent inspector assistance [1300362128](tel:1300362128)

23 Apr 2024 at 2:24 pm

Met with WHSQ directors and managers involved. Inspectors will look to issue a notice around the failure to comply with 118 and I also advised all of our position with the visitor sign in procedure so all are across our OIR position and understand that we or PCBU can do sign in for EPH. Should be sorted shortly. I'm in meetings till 5pm but will be on text.

8 May 2024 at 1:45 pm



Text Message • SMS TA 00-45m

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-14 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026

A handwritten signature in black ink, appearing to be 'Sarina Erika Wise', written over a horizontal dotted line.

Sarina Erika Wise

A handwritten signature in blue ink, appearing to be 'Tom Long', written over a horizontal dotted line.

Witness (Lawyer)

DDGBN and Attachment 1 revised by A/ED Beuth and attached for your consideration please.

Cheers

Bruce Awai
Office Manager
Office of the Deputy Director-General
Office of Industrial Relations

████████████████████
P ██████████ E ██████████

From: DDG Approvals ██████████
Sent: Wednesday, August 14, 2024 8:20 AM
To: OIR Correspondence ██████████
Subject: FW: DDGBN INTC2024-1435354213-109621 Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders
Importance: High

This one be put on hold pending outcomes. Please do a bring up and return to me for consideration on 21 August 2024.



Donna Heelan
Deputy Director-General
Office of Industrial Relations

M: ██████████

The most important reason for making your workplace safe, is not at work at all. Work Safe. Home Safe.

Connect with us:



From: OIR Correspondence ██████████
Sent: Thursday, August 8, 2024 11:21 AM
To: DDG Approvals ██████████
Subject: DDGBN INTC2024-1435354213-109621 Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders
Importance: High

Hi Donna

DDGBN attached for your consideration please. If approved, your electronic signature will be applied to Attachment 1 and held and sent after the administrator is appointed. Note the attached 'ED Comms – Union Triage Model Change 20240806' will also be sent out by OED CFS but is dependent on the FWA application to Federal Court and your approval of this approach.

Cheers

Bruce Awai
Office Manager
Office of the Deputy Director-General
Office of Industrial Relations

████████████████████

P [REDACTED] E [REDACTED]

From: OEDCFS [REDACTED]
Sent: Wednesday, August 7, 2024 4:45 PM
To: OIR Correspondence [REDACTED]
Cc: OEDCFS [REDACTED]
Subject: FW: FOR ENDORSEMENT - FILE INTC2024-1435354213-109620 - DDG Brief - Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders

Hi Team

ED Wise has endorsed progression of [FILE INTC2024-1435354213-109620](#) to DDG – i.e. brief & 2 attachments.

Please note:

- If approved the letter from the DDG (Attachment 1) will need to be sent out post administration appointment occurring.
- If approved the DDG letter will need to be updated with administrator mailing details post administration appointment occurring.
- The 'ED Comms – Union Triage Model Change 20240806' will be sent out by OED CFS but is dependent on the FWA application to Federal Court and approval of the DDG brief. The ED comms has been saved to the same SP folder as it's all related:

Kind regards,
 Elva



Queensland
 Government

Elva Holmes
Office Manager
 Office of the Executive Director – Compliance and Field Services
 Office of Industrial Relations

P: [REDACTED] M: [REDACTED]



Compliance and Field Services

- We are committed to achieving regulatory excellence
- We value professionalism, integrity and accountability
- We will achieve our goals through team work and by showing respect

From: Sarina Wise [REDACTED]
Sent: Wednesday, August 7, 2024 3:41 PM
To: OEDCFS [REDACTED]
Subject: RE: FOR ENDORSEMENT - FILE INTC2024-1435354213-109620 - DDG Brief - Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders

Thank you!

Approved and ready to go to DDG.

Can message go with brief that corro to be sent post administration appointment occurring.



Queensland
Government

Thanks,

Sarina Wise
Executive Director
WHS Compliance and Field Services

Workplace Health & Safety Queensland
Office of Industrial Relations

E: [REDACTED] M: [REDACTED]

From: OEDCFS [REDACTED]
Sent: Wednesday, August 7, 2024 3:32 PM
To: Sarina Wise [REDACTED]
Cc: OEDCFS [REDACTED]
Subject: FOR ENDORSEMENT - FILE INTC2024-1435354213-109620 - DDG Brief - Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders

Hi Sarina

For your endorsement of attached DDG brief, DDG letter and ED Comms which has been reviewed by Zita. The address details for the Administrator will need to be updated once known.

Kind regards,
Elva



Queensland
Government

Elva Holmes
Office Manager
Office of the Executive Director – Compliance and Field Services
Office of Industrial Relations

P: [REDACTED] M: [REDACTED]



Compliance and Field Services

- We are committed to achieving regulatory excellence
- We value professionalism, integrity and accountability
- We will achieve our goals through team work and by showing respect

From: Brett Gresinger [REDACTED]
Sent: Wednesday, August 7, 2024 9:03 AM
To: OEDCFS [REDACTED]
Subject: FW: DDG Brief

Hi Elva,

The letter and comms have been updated (attached) to recognise the fax unavailability.

Brett Gresinger
Executive Officer
WHS Compliance and Field Services
Office of Industrial Relations

M: [Redacted]
E: [Redacted]
[Redacted]

The most important reason for making your workplace safe, is not at work at all.
Work Safe. Home Safe.

From: Brett Gresinger
Sent: Tuesday, August 6, 2024 12:07 PM
To: OEDCFS [Redacted]
Cc: Zita Beuth [Redacted]
Subject: DDG Brief

Hi Elva,

Can you please progress the attached DDG brief to Sarina for endorsement including attachments 1 and 2. Once endorsed, please progress to DDG noting no BCS advisory is required. Prior to submission to Sarina, we will need to confirm the matter of the fax number and alter the letter to reflect that outcome. Can you also note that Zita has reviewed this.

Also, please find attached the ED Comms to be sent out on the call of Sarina. This will be dependent on the FWA application to Federal Court and approval of the DDG brief. Once again, we will need to confirm the matter of the fax number and alter the letter to reflect that outcome.

Brett Gresinger
Executive Officer
WHS Compliance and Field Services
Office of Industrial Relations

M: [Redacted]
E: [Redacted]
[Redacted]

The most important reason for making your workplace safe, is not at work at all.
Work Safe. Home Safe.

~~INTC2024-1435354213-109621~~ ~~INTC2024-1435354213-109621~~

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**DONNA HEELAN, DEPUTY DIRECTOR-GENERAL,
OFFICE OF INDUSTRIAL RELATIONS**

SUBJECT

Approval to alter the WHS Compliance and Field Services (CFS) triage model in dealing with complaints and request for assistance from Union Stakeholders.

RECOMMENDATION

It is recommended that you:

- approve the proposed triage model in CFS in dealing with WHS complaints and requests for assistance from Union Stakeholders; and
- sign the attached letter to the Administrator of the CFMEU, Mr Mark Irving KC, advising a reset triage model to deal with complaints and requests for assistance from the CFMEU. (Attachment 1).

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KEY ISSUES

Various triage models have been used in supporting an efficient process in dealing with complaints and request for assistance from union stakeholders in the high-risk sector of construction. The current approach involves direct contact between building group unions and Regional Directors. While the current approach has had some benefits it has also resulted in some less favourable results and CFS has been monitoring these developments.

Recent recording of interactions between the CFMEU and Regional Directors have been as high as 16 interactions with one Regional Director in a day, including an expectation of availability after hours. Further, Regional Directors are not provided with the same range of mechanisms to support them with immediate response and allocation as that which exist in Assessment Services. This increases the risk of psychological harm for Regional Directors.

Mechanisms that buffer the stress of interactions under Assessment Services include subject expertise, prepared scripts, time out facilities and EAP support. In addition, having the work spread across a team with rotational ability lessens the risk of burn out. The triage model for union stakeholders in the construction industry has presented a continual risk of psychological harm to Regional Directors, and reportedly in particular from their interactions with the CFMEU. While the CFMEU is a very important contributor to work health and safety in the Queensland construction sector, the union can have very high expectations of individualised response by the Regulator, counter to the efficiency of a triaging model. The result of this is that Regional Directors, who are required to be accountable to a triaging model for the management of resources and events across the state, become subject to complaints by the CFMEU on their actions.

Given the broader examination of behaviours in the construction sector, and the CFMEU particularly, it is considered a priority to examine how WHS complaints and requests for assistance are treated by the Regulator.

It is proposed to redirect the WHS complaints and request for assistance from union stakeholders in the construction industry from Regional Directors to Assessment Services. This provides the following benefits:

- All stakeholders are provided with the same initial experience eroding any criticism that the unions are provided with preferential treatment;

- The risk of managing the risk of psychological harm from the triage process is contained in a support area focused on this area of the business with existing staff support mechanisms; and
- Regional Directors can refocus on the overall operations of the Regions without the added pressure of ad hoc interactions with union stakeholders.

To support the Assessment Services area, additional resourcing will be redirected to the area with the appropriate knowledge of the construction sector. This resourcing will be monitored.

If supported, it is proposed that the appropriate way to communicate this change would be to write to the Administrator of the CFMEU, Mr Mark Irving KC as per the attached proposed letter (Attachment 1). In this regard, it is noted that as of 23 August 2024, the Construction and General Division of the CFMEU has been placed under administration for up to five years in accordance with the provisions of the *Fair Work (Registered Organisations) Amendment (Administration) Act 2024*.

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BACKGROUND

The Office of Industrial Relations (OIR) has previously sought the use of several models to triage initial contact and updates to the union stakeholders in construction. The current triage model has relied on the union stakeholders having direct contact with the four Regional Directors. Upon this initial contact, the Regional Director refers the matter to Assessment Services, Licensing and Regulatory Interventions (LARI) for allocation to the relevant Operations Manager and team. The Union stakeholders are updated by the Regional Director.

This model of triage is specific to the three key union stakeholders in the construction industry and is mainly utilised by the CFMEU.

HUMAN RIGHTS ACT

There are no human rights identified as being relevant to this decision and an assessment of the human rights has been undertaken as per Attachment 2.

Prepared by:
Brett Gresinger
Executive Officer
WHS Compliance and Field Services
Tel: [REDACTED]
Date: 5 August 2024

Endorsed by:
Zita Beuth
A/Executive Director
WHS Compliance and Field Services
Tel: [REDACTED]
Date: 26 August 2024

Recommendation Approved:

Date:

Attachment 2 - Human Rights Assessment

Human Right	Impact Identification
Right to life and right not to be arbitrarily deprived of life (s16) *	NIL
Protection from torture and cruel, inhuman or degrading treatment (s17)	NIL
Freedom from forced work – a person must not be held in slavery or servitude or made to perform forced or compulsory labour (s18) *	NIL
Freedom of movement – a right to move freely within Queensland and leave and enter it and freedom to choose where to live (s19) *	NIL
Freedom of thought, conscience, religion and belief (s20) *	NIL
Freedom of expression which includes the right to hold an opinion and the freedom to seek, receive and impart information and ideas of all kinds (s21) *	NIL
Right to peaceful assembly and freedom of association with others including the right to form and join trade unions (s22) *	NIL
Right to participate in the conduct of public affairs including a right to vote (s23) *	NIL
Right to own property and not be arbitrarily deprived of property (s24) *	NIL
Right not to have privacy, family, home or correspondence unlawfully or arbitrarily interfered with and right not to have reputation unlawfully attacked (s25) *	NIL
Protection of families and children (s26) *	NIL
Cultural rights – generally – all persons with a particular cultural, religious, racial or linguistic background have the right to enjoy their culture, to declare and practise their religion and use their language (s27) *	NIL
Cultural rights – Aboriginal peoples and Torres Strait Islander peoples (s28) *	NIL
Right to liberty and security of person including a right not to be subjected to arbitrary arrest or detention (s29) *	NIL
Right to humane treatment when deprived of liberty (s30)	NIL
Right to a fair hearing if charged with a criminal offence or a party to a civil proceeding (s31) *	NIL
Rights in criminal proceedings including a right to be presumed innocent until proved guilty according to law (s32)	NIL

Rights of children in the criminal process including a right to be segregated from all detained adults (s33)	NIL
Right not to be tried or punished more than once for an offence for which the person has already been convicted or acquitted (s34)	NIL
Protection against retrospective criminal laws including a right not to be found guilty of a criminal offence because of conduct that was not a criminal offence when it was engaged in (s35)	NIL
Right to education (s36) *	NIL
Right to health services (s37).	NIL



Queensland
Government

Office of
Industrial Relations

Department of State
Development and
Infrastructure

Our reference: INTC2024-1435354213-109623

Mr Mark Irving KC
Administrator to the Construction and General Division of the Construction, Forestry and
Maritime Employees Union
Email: TBA

Dear Mr Irving

I am writing to you as the recently appointed Administrator to the Construction and General Division of the Queensland state branch of the Construction, Forestry and Maritime Employees Union (CFMEU). As the Workplace Health and Safety Regulator for the State of Queensland (WHSQ), my organisation and the CFMEU interact on a regular basis with regards to workplace health and safety matters under the *Work Health and Safety Act 2011* (Qld) (the Act). Due to the placement of the Construction and General Division of the CFMEU, including branches, into administration, WHSQ has undertaken an internal review of its current triaging arrangements that have been in place for the CFMEU. I understand your appointment will potentially halt any CFMEU requests for service or response by the WHSQ regulator, however noting the obligations under the Act, I am providing information on process changes for your awareness and sharing to any ongoing CFMEU staff or permit holders.

The Office of Industrial Relations (OIR) has previously sought the use of several models to triage initial contact and proceeding updates to the union stakeholders in the construction sector. The current triage model has relied on the union stakeholders having direct contact with the four Regional Directors. Upon this initial contact, the Regional Director refers the matter to Assessment Services, Licensing and Regulatory Interventions (LARI) for allocation to the relevant Operations Manager and team. The Union stakeholders are updated by the Regional Director on the ongoing status of the matter. This model of triage is specific to the three key Union stakeholders in the construction industry and is mainly utilised by the CFMEU. Historically, WHSQ has sought the use of several models to triage initial contact and updates to the union stakeholders in the construction sector to raise workplace health and safety matters and requests for assistance by entry permit holders under section 81(3) of the Act. This initial engagement by the CFMEU has been directed to the four Regional Directors who preside over the WHS Inspectorate operations for the State.

1 William Street Brisbane
Queensland 4000 Australia
GPO Box 89 Brisbane
Queensland 4001 Australia
Telephone 13 QGOV (13 74 88)
WorkSafe 1300 362 128
Website www.worksafe.qld.gov.au
www.business.qld.gov.au
ABN 94 496 188 983

2

This arrangement was made due to the construction industry being a known high-risk industry for WHS matters and ongoing allegations being made by the CFMEU around the lack of efficiency of the regulator in responding. These current triaging arrangements are no longer appropriate given the current status and allegations surrounding the CFMEU. Therefore, I would like to advise you that WHSQ now requests that all matters regarding WHS matters and requests for assistance by entry permit holders or staff of the CFMEU be directed to the dedicated contact centre. This is the same process in place for all other unions across Queensland.

The contact details for the Workplace Health and Safety Queensland contact centre are:

- phone 1300 362 128;
- online at <https://ols.workcoverqld.com.au/ols/public/incident/registration.wc>; and
- email to whsq.aaa@oir.qld.gov.au using the approved incident form.

I advise that this change is effective immediately.

If you require further information or assistance, please contact Ms Sarina Wise, Executive Director, WHS Compliance and Field Services, OIR on [REDACTED] or at [REDACTED].

I will also take this opportunity to offer you to meet with myself or Ms Wise at a time convenient to you if you wish to discuss any further matters relating to the CFMEU.

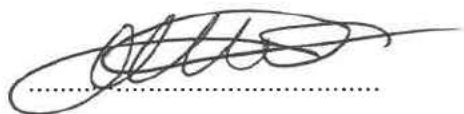
Yours sincerely

Donna Heelan
Deputy Director-General
Office of Industrial Relations
/08/2024

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-15 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026

A handwritten signature in black ink, appearing to be 'SE Wise', written over a horizontal dotted line.

Sarina Erika Wise

A handwritten signature in blue ink, appearing to be 'Tom Long', written over a horizontal dotted line.

Witness (Lawyer)

SW-15

DDGBN and Attachment 1 revised by A/ED Beuth and attached for your consideration please.

Cheers

Bruce Awal
Office Manager
Office of the Deputy Director-General
Office of Industrial Relations

[Redacted signature]

From: DDG Approvals [Redacted]
Sent: Wednesday, August 14, 2024 8:20 AM
To: OIR Correspondence [Redacted]
Subject: FW: DDGBN INTC2024-1435354213-109621 Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders
Importance: High

This one be put on hold pending outcomes. Please do a bring up and return to me for consideration on 21 August 2024.



Donna Heelan
Deputy Director-General
Office of Industrial Relations

M: [Redacted]

Queensland
Government

The most Important reason for making your workplace safe, is not at work at all. Work Safe. Home Safe.

Connect with us:



From: OIR Correspondence [Redacted]
Sent: Thursday, August 8, 2024 11:21 AM
To: DDG Approvals [Redacted]
Subject: DDGBN INTC2024-1435354213-109621 Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders
Importance: High

Hi Donna

DDGBN attached for your consideration please. If approved, your electronic signature will be applied to Attachment 1 and held and sent after the administrator is appointed. Note the attached 'ED Comms – Union Triage Model Change 20240806' will also be sent out by OED CFS but is dependent on the FWA application to Federal Court and your approval of this approach.

Cheers

Bruce Awal
Office Manager
Office of the Deputy Director-General
Office of Industrial Relations

[Redacted signature]

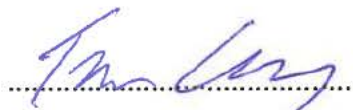
**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-16 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-16

From: OIR Correspondence [REDACTED]
Sent: Monday, 26 August 2024 11:52 AM
To: DDG Approvals
Subject: RE: DDGBN INTC2024-1435354213-109621 Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders
Attachments: Brief.docx; Attachment 1.docx; Attachment 2.docx
Importance: High

Hi Donna

DDGBN and Attachment 1 revised by A/ED Beuth and attached for your consideration please.

Cheers

Bruce Awai
 Office Manager
 Office of the Deputy Director-General
 Office of Industrial Relations

[REDACTED]
 P [REDACTED] E [REDACTED]

From: DDG Approvals [REDACTED]
Sent: Wednesday, August 14, 2024 8:20 AM
To: OIR Correspondence [REDACTED]
Subject: FW: DDGBN INTC2024-1435354213-109621 Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders
Importance: High

This one be put on hold pending outcomes. Please do a bring up and return to me for consideration on 21 August 2024.



Donna Heelan
 Deputy Director-General
 Office of Industrial Relations

M: [REDACTED]
 [REDACTED] [REDACTED] [REDACTED]

The most important reason for making your workplace safe, is not at work at all. Work Safe.

Home Safe.

Connect with us:



INTC2024-1435354213-109621

**DONNA HEELAN, DEPUTY DIRECTOR-GENERAL,
OFFICE OF INDUSTRIAL RELATIONS**

SUBJECT

Approval to alter the WHS Compliance and Field Services (CFS) triage model in dealing with complaints and request for assistance from Union Stakeholders.

RECOMMENDATION

It is recommended that you:

- **approve** the proposed triage model in CFS in dealing with WHS complaints and requests for assistance from Union Stakeholders; and
- **sign** the attached letter to the Administrator of the CFMEU, Mr Mark Irving KC, advising a reset triage model to deal with complaints and requests for assistance from the CFMEU (**Attachment 1**).

KEY ISSUES

Various triage models have been used in supporting an efficient process in dealing with complaints and request for assistance from union stakeholders in the high-risk sector of construction. The current approach involves direct contact between building group unions and Regional Directors. While the current approach has had some benefits it has also resulted in some less favourable results and CFS has been monitoring these developments.

Recent recording of interactions between the CFMEU and Regional Directors have been as high as 16 interactions with one Regional Director in a day, including an expectation of availability after hours. Further, Regional Directors are not provided with the same range of mechanisms to support them with immediate response and allocation as that which exist in Assessment Services. This increases the risk of psychological harm for Regional Directors.

Mechanisms that buffer the stress of interactions under Assessment Services include subject expertise, prepared scripts, time out facilities and EAP support. In addition, having the work spread across a team with rotational ability lessens the risk of burn out. The triage model for union stakeholders in the construction industry has presented a continual risk of psychological harm to Regional Directors, and reportedly in particular from their interactions with the CFMEU. While the CFMEU is a very important contributor to work health and safety in the Queensland construction sector, the union can have very high expectations of individualised response by the Regulator, counter to the efficiency of a triaging model. The result of this is that Regional Directors, who are required to be accountable to a triaging model for the management of resources and events across the state, become subject to complaints by the CFMEU on their actions.

Given the broader examination of behaviours in the construction sector, and the CFMEU particularly, it is considered a priority to examine how WHS complaints and requests for assistance are treated by the Regulator.

It is proposed to redirect the WHS complaints and request for assistance from union stakeholders in the construction industry from Regional Directors to Assessment Services. This provides the following benefits:

- All stakeholders are provided with the same initial experience eroding any criticism that the unions are provided with preferential treatment;

- The risk of managing the risk of psychological harm from the triage process is contained in a support area focused on this area of the business with existing staff support mechanisms; and
- Regional Directors can refocus on the overall operations of the Regions without the added pressure of ad hoc interactions with union stakeholders.

To support the Assessment Services area, additional resourcing will be redirected to the area with the appropriate knowledge of the construction sector. This resourcing will be monitored.

If supported, it is proposed that the appropriate way to communicate this change would be to write to the Administrator of the CFMEU, Mr Mark Irving KC as per the attached proposed letter (**Attachment 1**). In this regard, it is noted that as of 23 August 2024, the Construction and General Division of the CFMEU has been placed under administration for up to five years in accordance with the provisions of the *Fair Work (Registered Organisations) Amendment (Administration) Act 2024*.

BACKGROUND

The Office of Industrial Relations (OIR) has previously sought the use of several models to triage initial contact and updates to the union stakeholders in construction. The current triage model has relied on the union stakeholders having direct contact with the four Regional Directors. Upon this initial contact, the Regional Director refers the matter to Assessment Services, Licensing and Regulatory Interventions (LARI) for allocation to the relevant Operations Manager and team. The Union stakeholders are updated by the Regional Director.

This model of triage is specific to the three key union stakeholders in the construction industry and is mainly utilised by the CFMEU.

HUMAN RIGHTS ACT

There are no human rights identified as being relevant to this decision and an assessment of the human rights has been undertaken as per **Attachment 2**.

Prepared by:
 Brett Gresinger
 Executive Officer
 WHS Compliance and Field Services
 Tel: [REDACTED]
 Date: 5 August 2024

Endorsed by:
 Zita Beuth
 A/Executive Director
 WHS Compliance and Field Services
 Tel: [REDACTED]
 Date: 26 August 2024

Recommendation Approved:

Date:



Office of
Industrial Relations

Department of State
Development and
Infrastructure

Our reference: INTC2024-1435354213-109623

Mr Mark Irving KC
Administrator to the Construction and General Division of the Construction, Forestry and
Maritime Employees Union
Email: **TBA**

Dear Mr Irving

I am writing to you as the recently appointed Administrator to the Construction and General Division of the Queensland state branch of the Construction, Forestry and Maritime Employees Union (CFMEU). As the Workplace Health and Safety Regulator for the State of Queensland (WHSQ), my organisation and the CFMEU interact on a regular basis with regards to workplace health and safety matters under the *Work Health and Safety Act 2011 (Qld)* (the Act). Due to the placement of the Construction and General Division of the CFMEU, including branches, into administration, WHSQ has undertaken an internal review of its current triaging arrangements that have been in place for the CFMEU. I understand your appointment will potentially halt any CFMEU requests for service or response by the WHSQ regulator, however noting the obligations under the Act, I am providing information on process changes for your awareness and sharing to any ongoing CFMEU staff or permit holders.

The Office of Industrial Relations (OIR) has previously sought the use of several models to triage initial contact and proceeding updates to the union stakeholders in the construction sector. The current triage model has relied on the union stakeholders having direct contact with the four Regional Directors. Upon this initial contact, the Regional Director refers the matter to Assessment Services, Licensing and Regulatory Interventions (LARI) for allocation to the relevant Operations Manager and team. The Union stakeholders are updated by the Regional Director on the ongoing status of the matter. This model of triage is specific to the three key Union stakeholders in the construction industry and is mainly utilised by the CFMEU. Historically, WHSQ has sought the use of several models to triage initial contact and updates to the union stakeholders in the construction sector to raise workplace health and safety matters and requests for assistance by entry permit holders under section 81(3) of the Act. This initial engagement by the CFMEU has been directed to the four Regional Directors who preside over the WHS Inspectorate operations for the State.

1 William Street Brisbane
Queensland 4000 Australia
GPO Box 69 Brisbane
Queensland 4001 Australia
Telephone 13 QGOV (13 74 68)
WorkSafe 1300 362 128
Website www.worksafe.qld.gov.au
www.business.qld.gov.au
ABN 94 496 188 983

This arrangement was made due to the construction industry being a known high-risk industry for WHS matters and ongoing allegations being made by the CFMEU around the lack of efficiency of the regulator in responding. These current triaging arrangements are no longer appropriate given the current status and allegations surrounding the CFMEU. Therefore, I would like to advise you that WHSQ now requests that all matters regarding WHS matters and requests for assistance by entry permit holders or staff of the CFMEU be directed to the dedicated contact centre. This is the same process in place for all other unions across Queensland.

The contact details for the Workplace Health and Safety Queensland contact centre are:

- phone 1300 362 128;
- online at <https://ols.workcoverqld.com.au/ols/public/incident/registration.wc>; and
- email to whsq.aaa@oir.qld.gov.au using the approved incident form.

I advise that this change is effective immediately.

If you require further information or assistance, please contact Ms Sarina Wise, Executive Director, WHS Compliance and Field Services, OIR on [REDACTED] or at [REDACTED]

I will also take this opportunity to offer you to meet with myself or Ms Wise at a time convenient to you if you wish to discuss any further matters relating to the CFMEU.

Yours sincerely

Donna Heelan
Deputy Director-General
Office of Industrial Relations
108/2024

Attachment 2 - Human Rights Assessment

Human Right	Impact Identification
Right to life and right not to be arbitrarily deprived of life (s16) *	NIL
Protection from torture and cruel, inhuman or degrading treatment (s17)	NIL
Freedom from forced work – a person must not be held in slavery or servitude or made to perform forced or compulsory labour (s18) *	NIL
Freedom of movement – a right to move freely within Queensland and leave and enter it and freedom to choose where to live (s19) *	NIL
Freedom of thought, conscience, religion and belief (s20) *	NIL
Freedom of expression which includes the right to hold an opinion and the freedom to seek, receive and impart information and ideas of all kinds (s21) *	NIL
Right to peaceful assembly and freedom of association with others including the right to form and join trade unions (s22) *	NIL
Right to participate in the conduct of public affairs including a right to vote (s23) *	NIL
Right to own property and not be arbitrarily deprived of property (s24) *	NIL
Right not to have privacy, family, home or correspondence unlawfully or arbitrarily interfered with and right not to have reputation unlawfully attacked (s25) *	NIL
Protection of families and children (s26) *	NIL
Cultural rights – generally – all persons with a particular cultural, religious, racial or linguistic background have the right to enjoy their culture, to declare and practise their religion and use their language (s27) *	NIL
Cultural rights – Aboriginal peoples and Torres Strait Islander peoples (s28) *	NIL
Right to liberty and security of person including a right not to be subjected to arbitrary arrest or detention (s29) *	NIL
Right to humane treatment when deprived of liberty (s30)	NIL
Right to a fair hearing if charged with a criminal offence or a party to a civil proceeding (s31) *	NIL
Rights in criminal proceedings including a right to be presumed innocent until proved guilty according to law (s32)	NIL

Rights of children in the criminal process including a right to be segregated from all detained adults (s33)	NIL
Right not to be tried or punished more than once for an offence for which the person has already been convicted or acquitted (s34)	NIL
Protection against retrospective criminal laws including a right not to be found guilty of a criminal offence because of conduct that was not a criminal offence when it was engaged in (s35)	NIL
Right to education (s36) *	NIL
Right to health services (s37).	NIL

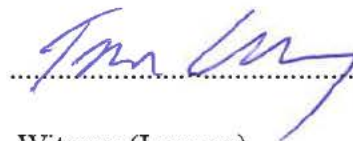
**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-17 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

Afternoon

INTC2024-1435354213-109620 has been returned to OEDCFS to consider DDG Heelan advice and to manage reprogression or close of record in SP.

Not to progress at this time, in consideration of the numbers of calls (reported as very low in number), and awaiting the WHS review report, to be re considered in early November 2024 or earlier if the volume or interactions increase.

Kind regards



Patricia West
Executive Officer Correspondence
Office of the Deputy Director-General
Office of Industrial Relations

[Redacted]
T [Redacted]
E [Redacted]

The most important reason for making your workplace safe, is not at work at all. Work Safe. Home Safe.

From: DDG Approvals [Redacted]
Sent: Tuesday, September 17, 2024 1:58 PM
To: OIR Correspondence [Redacted]
Subject: FW: DDGBN INTC2024-1435354213-109621 Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders
Importance: High

Not to progress at this time, in consideration of the numbers of calls (reported as very low in number), and awaiting the WHS review report, to be re considered in early November 2024 or earlier if the volume or interactions increase.



Donna Heelan
Deputy Director-General
Office of Industrial Relations

M: [Redacted]
[Redacted]

The most important reason for making your workplace safe, is not at work at all. Work Safe. Home Safe.

Connect with us:



From: OIR Correspondence [Redacted]
Sent: Monday, August 26, 2024 11:52 AM
To: DDG Approvals [Redacted]
Subject: RE: DDGBN INTC2024-1435354213-109621 Approval to alter the WHS Compliance and Field Services triage model in dealing with complaints and request for assistance from Union stakeholders
Importance: High

Hi Donna

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-18 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026

A handwritten signature in black ink, appearing to be 'Sarina Erika Wise', written over a horizontal dotted line.

Sarina Erika Wise

A handwritten signature in blue ink, appearing to be 'Tom Long', written over a horizontal dotted line.

Witness (Lawyer)

SW-18

60

Katrina Enright

From: Kurt Pauls
Sent: Tuesday, 21 November 2023 10:00 AM
To: Sarina Wise
Cc: Peter McKay; Michael DE'ATH; Industrial Relations; Michael Ravbar; Jade Ingham; Kane Lowth; Mick Robinson
Subject: RE: Construction Compliance Blitz

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Ms Wise,
In regard to the "Construction Compliance Blitz" data that WorkSafe Qld have obtained and your response about "this level of engagement will assist in increasing compliance" is highly concerning and is not "a great outcome for us all".

I don't know how Worksafe Qld believe that having over 22,000 businesses opened the email with almost 18,000 clicks on the guidance material is an "overwhelming response" or a "highlight".

Worksafe Qld has no idea who may have opened the email in the company it was sent to, let alone if the person who read it was someone who has the ability to make decisions within that company.

I would like to know who the 22,000 businesses where that the email was sent to for transparency and good governance.

Lastly if Worksafe Qld are hanging their hat on thinking that clicking on a link from an email will make its way to the workplace and be implemented just shows how disconnected Worksafe Qld have become.

If this is the case, I have significant concerns that this will negatively impact the health and safety of Queensland workers.

Regards



Construction & General Division
QLD/NT Divisional Branch



Kurt Pauls
OHS Co-ordinator

[Redacted]

T [Redacted]

F [Redacted]

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From: Sarina Wise
Sent: Monday, November 20, 2023 11:13 AM
To: Kurt Pauls
Cc: Peter McKay ; Michael DE'ATH ; Industrial Relations ; Michael Ravbar ; Jade Ingham ; Kane Lowth ; Mick Robinson
Subject: RE: Construction Compliance Blitz

Morning Kurt,

Thank you for the retraction.

In respect to the following quote: "In 2022/23 there were 4,350 serious injury claims in the Queensland construction sector" I can advise that *serious claims* were derived from Workers Compensation data in combination with the SWA definition of serious (5 days or more off work) and for consistency the fatalities are OIR notified fatalities. I hope this provides some clarity on this data statement.

Additionally in the data space, I was pleased to see the overwhelming response to the WHSQ Construction Compliance Blitz email. Some highlights that may interest you:

- Over **22,000** businesses have opened the compliance blitz correspondence.
- Close to **3,500** businesses clicked on the guidance material links
- Almost **18,000** clicks were recorded across all guidance material links
- The highest link clicked was for *managing the risk of falls* with **2,475** clicks being recorded.
- Guidance material relating to *Concrete Pumping and Moving Plant* totalled more than **5,000** clicks.
- Over **600** businesses clicked on link to guidance material relating to *young workers*

This level of engagement will assist in increasing compliance levels across the construction industry which in turn will reduce serious incidents and fatalities. A great outcome for us all.

Regards,



Sarina Wise
 Executive Director
 WHS Compliance and Field Services
 Workplace Health & Safety Queensland
 Office of Industrial Relations
 E: [REDACTED] M: [REDACTED]

From: Kurt Pauls [REDACTED]
Sent: Friday, 17 November 2023 11:55 AM
To: Sarina Wise [REDACTED]
Cc: Peter McKay [REDACTED]; Michael DE'ATH ; Industrial Relations
 [REDACTED]; Michael Ravbar [REDACTED]; Jade Ingham
 [REDACTED] Kane Lowth [REDACTED]; Mick Robinson [REDACTED]
Subject: Re: Construction Compliance Blitz

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Ms Wise,

I would like to retract the last correspondence of not receiving the notification of the "Construction Compliance Blitz" as after having a conversation with Peter McKay and trolling through emails it had finally turned up in my junk emails as it didn't come from yourself.

The CFMEU still don't agree with Worksafe QLD notifying the industry as stated in the last email.

I would like to understand how the data reflects the 4,350 serious injury claims in the Queensland Construction sector.

Regards

Kurt Pauls

CFMEU

Construction & General Division
QLD/NT Divisional Branch



Kurt Pauls
OHS Co-ordinator




T [REDACTED]
F [REDACTED]

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From: Kurt Pauls [REDACTED]
Sent: Thursday, November 16, 2023 10:31:41 AM
To: sarina.wise [REDACTED]
Cc: Peter McKay [REDACTED]; Michael DE'ATH; Industrial Relations [REDACTED]; Michael Raybar [REDACTED]; Jade Ingham [REDACTED]; Kane Lowth [REDACTED] Mick Robinson [REDACTED] 
Subject: Construction Compliance Blitz

Ms Wise,

Following our conversation last Friday 10 November 2023, you stated that Worksafe Qld was going to conduct a "construction compliance blitz" across the construction and civil industry.

You stated that this was proactive work and that Worksafe was going to send the builders, industry stakeholders and myself an email to notify us of this blitz.

I stated the CFMEU does not agree with giving the industry a heads up that Worksafe was coming, as Worksafe should be doing proactive work out on sites every day and it would send the wrong message to the industry.

This morning I've had builders in the construction industry advise me they have received an email about this blitz. I have not received an email from you about the blitz, despite your stated commitment to do so.

This is not the way to build a relationship with the CFMEU. As an industry stakeholder and representative for thousands of workers across Queensland, we demand transparency and accountability from Worksafe.

As a result, the CFMEU has lost faith in your ability to operate in a transparent manner.

Regards

CFMEU

Construction & General Division
QLD/NT Divisional Branch

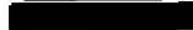


Kurt Pauls
OHS Co-ordinator



T [Redacted]

F [Redacted]



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Katrina Enright

From: Kurt Pauls
Sent: Friday, 9 February 2024 4:45 PM
To: Industrial Relations; Graham Fraine; Peter McKay; Sarina Wise
Cc: Michael Ravbar; jcollie; Jade Ingham; Kane Lowth; Mick Robinson; Dylan Howard
Subject: DISORAY WITHIN OIR

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Mr McKay and Ms Wise,

The reason for this correspondence is to follow up after our conversation with you both on the 7th of February 2024.

The Cross River Rail project, Principal Contractor CPB have had 26 workers taken to hospital with symptoms of heat stroke and 1 worker passed away since Christmas, with multiple Inspectors being satisfied with the heat stress policy that CBP had implemented on the project.

The issue with this heat stress policy is that not all workers were consulted on this policy, no management are ensuring implementation of the policy to prevent the risks associated with heat stress and there has been no risk assessment conducted to support the policy or the PPE requirement for site.

On the 6th of February 2024, Mr Howard official of the CFMEU Q/NT who is a state and federal permit holder requested the assistance of an Inspector through you Mr McKay, after approximately 5 – 6 hours later Inspector Travis Dungey arrived.

After discussions between all parties HSR's, Mr Howard, CPB and Inspector Dungey it was finally established that there had not been any risk assessments undertaken of CPB's heat stress policy after multiple workers had been taken to hospital with symptoms of heat stress, Inspector Dungey agreed.

As Inspector Dungey claiming he had time restraints on his hours of work the issue had not been closed out and he was asked to return to site the next day to close out these issues.

Inspector Dungey said words to the effect of "what do you want me to stay here all night to get the information that I've come here to resolve, Mr Howard replied "are you coming back tomorrow because the workers will be in the same situation", Inspector Dungey replied "if we have to come back tomorrow because I've ask them to get the information to you so be it".

Mr Howard asked Inspector Dungey "are we going to reconvene tomorrow"? Inspector Dungey replied, "if it goes unresolved it keeps going".

At this time the CPB HSR's and Mr Howard believed these issues were still not closed out and had not received any paperwork to prove that that CPB's heat stress policy was effective, and workers weren't at risk.

The morning of the 7th of February 2024, Mr Howard, Mr Vonhoff and the HSR, were on site waiting for an Inspector to arrive once they realised no Inspector was attending, Mr Howard and Mr Vonhoff requested assistance again through you Mr McKay.

Mr McKay you replied via text to Mr Howard that "it had been put through assessment services and someone will contact you", Mr Howard replied that "the CFMEU's position was will only be dealing with yourself and he awaited your response", to have you respond with "that is your call Dylan. But i won't be following up".

After our conversations on the 7th of February 2024, you Mr McKay, Ms Wise stated that both of you and Inspector Dungey were satisfied with CPB's heat stress policy and it had been closed out and an Inspector would not be

attending unless we provided more information, and it was by you both stated that the heat stress was not high-risk work, risk assessment's don't have to be undertaken with heat stress or PPE and there was no evidence that workers had been affected by heat stress.

- I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that you were satisfied with the heat stress policy that CPB had in place was functional and effective?
- I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have made the decision for an Inspector not to attend the request for assistance from WHS permit holders Mr Howard and Mr Vonhoff on the 7th of February 2024, because the both of you and Inspector Dungey was satisfied with their policy?
- I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have made the decision that the CFMEU permit holders needed to provide you with more information before an Inspector would attend over this issue and is this a new policy of Worksafe QLD?
- I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that heat stress is not high-risk work or need a SWMS,
- I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that CPB do not have to do a risk assessment on their heat stress policy or the PPE that the workers are required to wear on the cross-river rail project.
- I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that there is no evidence that workers on the cross-river rail project have been hospitalised from heat stress?
- I would like to know why you Mr McKay believe that if someone contacts yourself for assistance of an Inspector or about a safety concern, that you don't have to follow it up and respond in the manner you did to Mr Howard.

You are employed as a public sector employee and have the same powers as an Inspector and responses like this, is unacceptable from someone in with the position you hold.

Worksafe is under your portfolio as the Acting Deputy Director General and is in total disarray as it has been for some time now, and what I've seen in the last week it has not improved under your watch BUT now gone backwards.

While the department is operating in this manner the CFMEU have grave concerns that workers and the public in Queensland are at greater risk to serious injuries or worse another fatality in the industry.

Queensland workers, HSR'S and deserve better.

The CFMEU await a swift response on this very serious matter.

Regards



Construction & General Division
QLD/NT Divisional Branch



Kurt Pauls
OHS Co-ordinator



T [Redacted]
F [Redacted]
[Redacted]

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Katrina Enright

From: Kurt Pauls
Sent: Wednesday, 10 April 2024 7:32 AM
To: Sarina Wise; Industrial Relations; Graham Fraine (dsdlgp); Peter McKay
Cc: Michael Ravbar; Jade Ingham; Dylan Howard; tim.maguire [REDACTED] Mick Robinson
Subject: RE: FORMAL COMPLAINT #006 - FW: WHSQ - HSR - Request for inspector assistance

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Ms Wise,

In receiving your response yesterday our IT personal and myself have gone through our email system, and as far as we can see I have not received any correspondence from Ms Sutherland in relation to this matter.

Could you please provide an email receipt or any indication that it was received from my end.

Ms Wise these emails have been addressed to you, and to not receive the response back from yourself shows a blatant disregard to the CFMEU as an industry stakeholder.

Regards



Construction & General Division
QLD/NT Divisional Branch



Kurt Pauls
OHS Co-ordinator

[REDACTED]
[REDACTED]
T [REDACTED]
F [REDACTED]
[REDACTED]

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From: Sarina Wise
Sent: Monday, April 8, 2024 2:47 PM
To: Kurt Pauls ; Industrial Relations ; Graham Fraine (dsdlgp) ; Peter McKay
Cc: Michael Ravbar ; Jade Ingham ; Dylan Howard ; tim.maguire [REDACTED] Mick Robinson
Subject: RE: FORMAL COMPLAINT #006 - FW: WHSQ - HSR - Request for inspector assistance

Dear Mr Pauls,

Thank you for your email today.

Please see attached email containing outcome letter for the matter you refer to below. This outcome letter was emailed to you on 28 March 2024, which is consistent with the timeframes in responding to a complex Internal complaint response such as this one.

I trust this information is of assistance.

Yours sincerely,



Sarina Wise
Executive Director
WHS Compliance and Field Services
Workplace Health & Safety Queensland
Office of Industrial Relations
E: [REDACTED] M: [REDACTED]

From: Kurt Pauls [REDACTED]
Sent: Monday, April 8, 2024 2:11 PM
To: Industrial Relations [REDACTED] Graham Fraine (dsdlgp)
[REDACTED] Peter McKay [REDACTED] Sarina Wise
[REDACTED]
Cc: Michael Ravbar [REDACTED]; Jade Ingham [REDACTED]; Dylan Howard
[REDACTED] tim.maguire [REDACTED] Mick Robinson [REDACTED]
Subject: RE: FORMAL COMPLAINT #006 - FW: WHSQ - HSR - Request for Inspector assistance

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Ms Wise,

The reason for this correspondence is that there has been no response on the below issues.

Ms Wise you have been employed as the Executive Director of WHS Compliance and Field Services, Worksafe Qld as a public sector employee under the Queensland Government. It is concerning that issues that have been raised with you personally have not been finalised with a response, acting in this manner has let down HSR's, workers and the broader community within Queensland.

The CFMEU believe if this is the way you conduct yourself as an Excitave Director Worksafe Qld will keep letting the industry slide backwards on safety, which shows the complete Disarray within the department and the inability to action or respond to safety issues raised from industry stockholders this should not take 9 weeks.

Ms Wise if you are not going to put the safety of Queensland HSR's, workers and the community as a priority the CFMEU ask for your resignation immediately.

Regards

CFMEU
Construction & General Division
QLD/NT Divisional Branch

Kurt Pauls
OHS Co-ordinator





T [REDACTED]
F [REDACTED]
[REDACTED]



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From: Kurt Pauls [REDACTED]
Sent: Thursday, February 22, 2024 1:03 PM
To: Industrial Relations [REDACTED] > [REDACTED]; Peter McKay [REDACTED]; Sarina Wise [REDACTED]
Cc: Michael Ravbar [REDACTED]; Jade Ingham [REDACTED]; Dylan Howard [REDACTED]; tim.maquire [REDACTED]
Subject: FORMAL COMPLAINT #006 - FW: WHSQ - HSR - Request for inspector assistance

Ms Wise,

The reason for this correspondence is to enquire into why "Brett" from licencing cannot find complaint ref 74309 in WHSQ's system.

On the 2nd of February 2024, HSR Tim Maguire employed by CBP/Unity at the Dutton Park station witnessed approximately 5 unauthorised persons one being Minister Mark Bailey enter the project with management from unity.

Minister Bailey and others in the group went into areas of the rail corridor in which they had not signed or done the daily protection officers brief which is a QR requirement.

HSR Mr Maguire called the triage hotline and lodged this complaint, as you can see in the attached complaint form,

After not having any correspondence from WHSQ, Mr Maguire called the Triage hotline and spoke with "Brett" who sent the below correspondence.

I would like answers to the following:

- How has WHSQ lost this complaint or "Brett" not been able to find this complaint.
- Why has "Brett" not provided a direct email for Mr Maguire to have direct contact about this issue.

Once again WHSQ has let down HSR's and workers in Queensland.

While WHSQ is in total disarray with addressing safety issues notified through the failed Triaging process.

The CFMEU have grave concerns for the safety of Queensland workers.

Regards



Construction & General Division
QLD/NT Divisional Branch



Kurt Pauls
OHS Co-ordinator



T
F

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From: Timothy Maguire
Sent: Monday, February 12, 2024 2:26 PM
To: Kurt Pauls
Subject: Fwd: WHSQ - HSR - Request for inspector assistance

RECORDED You don't often get email from tim.maguire. [Learn why this is important](#)

----- Forwarded message -----

From: Safety Info <SafetyInfo@oir.qld.gov.au>
Date: Mon, Feb 12, 2024 at 1:45 PM
Subject: WHSQ - HSR - Request for inspector assistance
To: tim.maguire

Hi Tim,

I was unable to find your request for an inspector in our system can you please forward the report that you have received to safetyinfo@oir.qld.gov.au

Once we receive the report we can check it and then contact you with info about your request for an inspector.

Kind regards,



Brett
Subject Matter Advisor
Licensing and Regulatory Interventions
Workplace Health and Safety Queensland

Office of Industrial Relations

 [ask a question online](#)  1300 631 904

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Work Safe. Home Safe.

[Connect with us here](#)

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Katrina Enright

From: Kurt Pauls
Sent: Thursday, 28 March 2024 12:30 PM
To: Peter McKay; Sarina Wise
Cc: Industrial Relations; Graham Fraine (dscilgp); Michael Ravbar; Jade Ingham; Kane Lowth; jcollie; Mick Robinson; Dylan Howard
Subject: RE: Your email of 4 February 2024

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Dear Mr McKay,

Thank you for response on the 13 March 2024 to the email that was sent on the 9 February 2024.

I raised these issues after a phone conversation we had about the serious issues of heat stress that had occurred over the period of December 2023 and January 2024 which seen multiple workers from the Cross River Rail project hospitalised with heat stress, one worker passing away on the way home after showing severe signs of heat stress.

I have grave concerns for the safety of Queensland workers and the general public, when it takes 4 – 5 weeks to receive a response from the Acting Director Deputy-General of OIR about these serious issues if this is the approach from the top of chain what's happening at the bottom of it "Which is not much".

Mr McKay you stated in your response "Inspectors conducted an extensive inspection and detected no compliance issues", in this instance I would disagree.

The day of the initial inspection the CFMEU representatives had not received any documentation nor did Inspector Dungey when they left site but the next day when CFMEU representatives requested assistance they were told that Worksafe Qld detected no compliance issues and would not attend site.

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that you were satisfied with the heat stress policy that CPB had in place was functional and effective?*

Assessment of any workplace health and safety policy is conducted by individual WHSQ Inspectors through the conduct of reasonable enquires and assessment of the implemented measures in place by the duty holder against the WHS Act requirements. The inspector arrived at his conclusion that there was no contravention after attending the workplace and making reasonable enquiries with relevant parties.

CFMEU Response

I don't understand how Ms Wise, Inspector Dungey or yourself could come to that conclusion of that there was "no contraventions" when over 30 workers had been hospitalised and 1 fatality, when the CFMEU representatives have obtained statements from workers and copies of hospital reports or work cover claims. This evidence that the CFMEU have obtained proves that CPB's heat stress policy is not functional or effective. I ask why Worksafe QLD and its agents have not been able to obtain this information?

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have made the decision for an Inspector not to attend the request for assistance from WHS permit holders Mr Howard and Mr Vonhoff on the 7th of February 2024, because the both of you and Inspector Dungey was satisfied with their policy?*

I have addressed this matter above.

CFMEU Response

I don't believe that this response is satisfactory, if Inspector Dungey returned site at the request for assistance at Cross River Rail, Worksafe Qld would of obtained this information.

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have made the decision that the CFMEU permit holders needed to provide you with more information before an Inspector would attend over this issue and is this a new policy of Worksafe QLD?*

As indicated above, the purpose of that request was for the inspector to continue to pursue the information that had been sought from the PCBU. After careful consideration and consultation with the attending inspectors and senior staff, it was determined that a return visit, for the purpose of continuing to pursue the information requested was not necessary as this could be done without requiring a physical presence at the workplace. The offer was made to consider any further information that might assist in determining whether a revisit was required. No additional information was provided, and the information sought by the entry permit holder was ultimately provided by the PCBU.

CFMEU Response

As stated above.

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that heat stress is not high-risk work or need a SWMS,*

There is no doubt that heat is an environmental factor that impacts on the health and safety of workers, and that it is a factor that must be given appropriate consideration by duty holders. The management of heat stress is one that is taken seriously by WHSQ. The question of whether it is defined as high-risk work for the purposes of requiring a safe work method statement is determined by the definition contained in the WHS Regulation 2011.

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that CPB do not have to do a risk assessment on their heat stress policy or the PPE that the workers are required to wear on the cross-river rail project.*

A written risk assessment is not mandated by the WHS Act if evidence by the duty holder provides that the risk has been identified, assessed, controlled and reviewed in accordance with WHS Act 3.1

CFMEU Response

The WHS Act 2011 states the PCBU must manage all risks in the workplace as WHS Act 2011 section 17

A duty imposed on a person to ensure health and safety requires the person—

- (a) to eliminate risks to health and safety, so far as is reasonably practicable; and*
- (b) if it is not reasonably practicable to eliminate risks to health and safety, to minimise those risks so far as is reasonably practicable.*

WHS Act 2011 Section 19 Primary duty of care (3)

(a) the provision and maintenance of a work environment without risks to health and safety; and

(f) the provision of any information, training, instruction or supervision that is necessary to protect all persons from risks to their health and safety arising from work carried out as part of the conduct of the business or undertaking; and

(g) that the health of workers and the conditions at the workplace are monitored for the purpose of preventing illness or injury of workers arising from the conduct of the business or undertaking.

In your response it was stated that a risk assessment was not mandated by the WHS Act, under the WHS Act section 26(a) calls for a PCBU must comply with the code and manage hazards and risks which outlines a minimum standard to be followed that is stated in the code "How to manage work health and safety risks 2021".

I don't see how the risk was identified, assessed, controlled or reviewed if it was there would not of been over 30 workers hospitalised or a fatality and your response in this instance is wrong and legislation has not been followed which there should have been enforcement taken.

- I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that there is no evidence that workers on the cross-river rail project have been hospitalised from heat stress?*

The medical documents provided outlined the assessments made of the medical symptoms of any worker that presented to the first aid station at the workplaces. These assessments were made by the treating medical professionals.

CFMEU Response

If the right medical documents were provided Worksafe Qld and its agents, Worksafe Qld would know that workers were treated for heat stress by QAS and at the hospital but this is information that CPB wouldn't be given by QAS or the hospital so I would question what documents did Inspector Dungey view? I have also have a incident report from CPB that states a worker had heat stress.

- I would like to know why you Mr McKay believe that if someone contacts yourself for assistance of an Inspector or about a safety concern, that you don't have to follow it up and respond in the manner you did to Mr Howard.*

In relation to my role in providing the information to Assessment Services and my comment to Mr Howard it is important to note the following. A triaging system exists within WHSQ to ensure that matters are attended to in a considered manner taking into account factors such as the urgency of each request relative to all other matters and the availability of inspectors. You have previously indicated to me that the CFMEU has chosen not to use this system and instead has determined to contact me with all requests for assistance. My approach has been to provide these requests to Assessment Services on behalf of the notifier. Decisions on the prioritisation of those requests, and the allocation of those matters for response are then made by appropriately skilled and experienced staff within Assessment Services. I have provided general advice to Compliance and Field Services that contact should be made with notifiers, and where an inspector is allocated to attend, for advice to be provided to the notifier about the timeframe for the inspector's

attendance. I will generally not further influence those decisions as to do so would likely lead to a perception that matters referred to me by the CFMEU were to be given priority over other matters.

The CFMEU don't expect this response.

The CFMEU have grave concerns about the safety of Queensland workers and the broader community if this is the way you and your department handle serious safety issues such as this one at Cross River Rail and the Kidston Hydro Project.

The CFMEU ask you Mr McKay, Ms Wise, Inspector Dungey and any other Inspector involved in these two failures to resign immediately and the appointment of these positions to be filled by people who take these roles seriously before other workers are seriously injured or killed in Queensland.

Regards

CFMEU

Construction & General Division
QLD/NT Divisional Branch



Kurt Pauls
OHS Co-ordinator

[Redacted]
[Redacted]
T [Redacted]
F [Redacted]
[Redacted]

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From: Peter McKay
Sent: Thursday, March 7, 2024 5:01 PM
To: Kurt Pauls
Subject: Your email of 4 February 2024

Dear Mr Pauls,

Thank you for your correspondence dated 4 February 2024 titled "DISORAY WITHIN OIR". See below in response to the concerns you raised.

The Office of Industrial Relations, Workplace Health and Safety Queensland (WHSQ) acknowledges that all notifications raising WHS concerns are important and require an appropriate regulatory response. All matters received by OIR are managed in accordance with the *Work Health and Safety Act 2011* (the Act). Responses to any request for assistance are conducted in accordance with the Act and relevant WHSQ policies and procedures.

As the Act requires, inspectors who attend workplaces in the course of their duties, are required to form a reasonable belief in relation to compliance matters. The provision of information and consultative discussions between parties to a matter, can be conducted in the absence of a non-compliance with legislation. In this instance,

the inspector discussed the provisions around information and consultation to ensure that all parties were aware as to the applications of reasonably practicable measures to ensure health and safety.

I appreciate you are dissatisfied with the outcome of the matter raised in your correspondence. I have reviewed how WHSQ managed the matter and provide the following response.

When CFMEU notified the regulator of the concerns, the matter received an inspector response on the same day. Inspectors conducted an extensive inspection and detected no compliance issues. The following day, CFMEU officials made further requests for a re-visit to occur at the same site. The purpose of that request was for the inspector to continue to pursue the information that had been sought from the PCBU. After careful consideration and consultation with the attending inspectors and senior staff, it was determined that a return visit, for the purpose of continuing to pursue the information requested was not necessary as this could be done without requiring a physical presence at the workplace.

Please note I have provided responses to your points as detailed below:

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that you were satisfied with the heat stress policy that CPB had in place was functional and effective?*

Assessment of any workplace health and safety policy is conducted by individual WHSQ Inspectors through the conduct of reasonable enquires and assessment of the implemented measures in place by the duty holder against the WHS Act requirements. The inspector arrived at his conclusion that there was no contravention after attending the workplace and making reasonable enquiries with relevant parties.

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have made the decision for an inspector not to attend the request for assistance from WHS permit holders Mr Howard and Mr Vonhoff on the 7th of February 2024, because the both of you and Inspector Dungey was satisfied with their policy?*

I have addressed this matter above.

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have made the decision that the CFMEU permit holders needed to provide you with more information before an inspector would attend over this issue and is this a new policy of Worksafe QLD?*

As indicated above, the purpose of that request was for the inspector to continue to pursue the information that had been sought from the PCBU. After careful consideration and consultation with the attending inspectors and senior staff, it was determined that a return visit, for the purpose of continuing to pursue the information requested was not necessary as this could be done without requiring a physical presence at the workplace. The offer was made to consider any further information that might assist in determining whether a revisit was required. No additional information was provided, and the information sought by the entry permit holder was ultimately provided by the PCBU.

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that heat stress is not high-risk work or need a SWMS,*

There is no doubt that heat is an environmental factor that impacts on the health and safety of workers, and that it is a factor that must be given appropriate consideration by duty holders. The management of heat stress is one that is taken seriously by WHSQ. The question of whether it is defined as high risk work for the purposes of requiring a safe work method statement is determined by the definition contained in the WHS Regulation 2011.

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that CPB do not have to do a risk assessment on their heat stress policy or the PPE that the workers are required to wear on the cross-river rail project.*

A written risk assessment is not mandated by the WHS Act if evidence by the duty holder provides that the risk has been identified, assessed, controlled and reviewed in accordance with WHS Act 3.1

- *I would like to know how you Mr McKay, Ms Wise and Inspector Dungey public sector employees of Worksafe QLD have come to the decision that there is no evidence that workers on the cross-river rail project have been hospitalised from heat stress?*

The medical documents provided outlined the assessments made of the medical symptoms of any worker that presented to the first aid station at the workplaces. These assessments were made by the treating medical professionals.

- *I would like to know why you Mr McKay believe that if someone contacts yourself for assistance of an Inspector or about a safety concern, that you don't have to follow it up and respond in the manner you did to Mr Howard.*

In relation to my role in providing the information to Assessment Services and my comment to Mr Howard it is important to note the following. A triaging system exists within WHSQ to ensure that matters are attended to in a considered manner taking into account factors such as the urgency of each request relative to all other matters and the availability of inspectors. You have previously indicated to me that the CFMEU has chosen not to use this system and instead has determined to contact me with all requests for assistance. My approach has been to provide these requests to Assessment Services on behalf of the notifier. Decisions on the prioritisation of those requests, and the allocation of those matters for response are then made by appropriately skilled and experienced staff within Assessment Services. I have provided general advice to Compliance and Field Services that contact should be made with notifiers, and where an inspector is allocated to attend, for advice to be provided to the notifier about the timeframe for the inspector's attendance. I will generally not further influence those decisions as to do so would likely lead to a perception that matters referred to me by the CFMEU were to be given priority over other matters.

I trust that this clarifies the issues you have raised. Please contact me if you have any further concerns.

Regards

Peter McKay
Deputy Director-General
Office of Industrial Relations

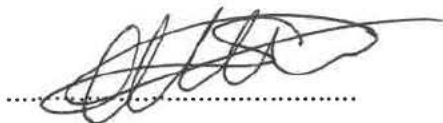
P [REDACTED] E [REDACTED]

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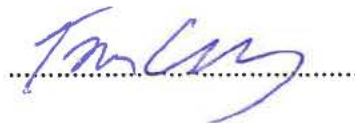
**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-19 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-19

From: Peter McKay [REDACTED]
Sent: Fri 08/03/2024 11:26:23 AM (UTC+10:00)
To: Sarina Wise [REDACTED]
Cc: Paul Smith (WHS) [REDACTED]
Subject: FW: Kidston Hydro Blasting event - Event 345945

Could CFS please prepare a draft reply for me to send to Mr Robinson? In doing so, please liaise with RHSQ so that there is an agreed position being put forward about how both regulators have managed the notifications to date and how WHSQ will manage our aspects. That should be the focus of the response. We might also want to include the proposed date of our planned visit. You might also consider whether it is appropriate to bring that forward.

Happy to discuss before you get too far into the drafting process.

Peter McKay

Deputy Director-General
 Office of Industrial Relations

[REDACTED]
 P [REDACTED] E [REDACTED]

From: Mick Robinson
Sent: Friday, March 8, 2024 10:49 AM
To: Peter McKay
Cc: Michael Ravbar ; Jacqui Collie ; Kane Lowth ; Kurt Pauls ;
 [REDACTED] ; [REDACTED] Jade Ingham
Subject: Kidston Hydro Blasting event - Event 345945

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Dear Mr McKay,

In response to your last email. I refer to the negligence of your final decision to not pursue or even attend the Kidston Hydro project to investigate the near fatal incident when I first notified you.

On three occasions (24/3/24, 26/3/24 & 28/3/24) your department was notified of this incident going back to within 24hrs of the detonation of explosives 330m underground while there were workers still within the BLAST ZONE. You had told me that the Incident is being investigated by the explosive's inspectorate RHSQ (Resources Health and Safety Queensland) as they have jurisdiction under the Explosives Act 1999.

I received a call from Mr Robert Djukic from RHSQ on Monday 4th March informing me that in fact Worksafe Qld have the jurisdictional control of this incident at the Kidston Hydro Project as they don't have any power to intervene in relation to the contraventions under the WHS Act, regulations or the Codes of Practice. Mr Djukic informed me that RHSQ only have jurisdictional control of the blasting contractor.

You stated in your previous correspondence you have acknowledged the issues, that have been raised from both myself and Mr Kurt Pauls and you will work through these issues and respond shortly on how you will deal with these contraventions.

You have also stated that you will be looking to attend the project in the "near future" as a proactive compliance and it will give you the opportunity to see the matters firsthand.

At the time of writing this, Worksafe Qld has not attended the project. This is extraordinary after such a major incident, and a major dereliction of duty by you and your team. For your information, the 3 workers involved in the incident were extremely traumatised by the event. Their trauma has been exuberated by your teams inaction, and the company's subsequent inaction. It was only after Union

Intervention that the company agreed to fly these workers home to be with their families. The right thing for you to do now is immediately resign, so that more Queenslanders lives are not put at risk. Further, those members of your team directly involved in this outrageous failure should also resign immediately. I look forward to your prompt response.

CFMEU

Construction & General Division
QLD/NT Divisional Branch



Mick Robinson
Regional WHS Co-Ordinator

[Redacted]
[Redacted]
T [Redacted]
F [Redacted]
[Redacted]

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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CFMEU

Construction & General Division
QLD/NT Divisional Branch





CFMEU

Construction & General Division
QLD/NT Divisional Branch



Mick Robinson
Regional WHS Co-ordinator



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From: Peter McKay [redacted]
Sent: Thursday, February 29, 2024 9:45 pm
To: Mick Robinson [redacted]
Cc: Kurt Pauls [redacted]; Kane Lowth [redacted]; Michael Ravbar [redacted]; Paul Smith (WHS) [redacted]; Sarina Wise [redacted]
Subject: RE: Kidston Hydro Blasting event - Event 345945

You don't often get email from [redacted] [Learn why this is important](#)

Mick
Thanks for your call and email. I understand that you've now spoken to Paul Smith.

This will have been a harrowing time for the workers and their families. I hope they're all ok. The incident is being investigated by the explosives inspectorate in RHSQ as they have the jurisdiction under the Explosives Act 1999. We are in contact with RHSQ as they have primary jurisdiction and will support them as required.

I know that you've also raised some other issues about the workplace with Paul. Kurt has shared some of that with me as well. We'll work through those issues and come back to you shortly on how we intend to respond to those matters.

As you know, we are looking to attend this site in the near future as part of our proactive compliance. In the meantime, we'll be working on the issues you've raised, and this visit will give us the opportunity to see those issues first-hand.

I encourage you to keep working with Paul in the meantime.

Regards

Pete

Peter McKay

Deputy Director-General
Office of Industrial Relations

[REDACTED]

P [REDACTED] E [REDACTED]

From: Mick Robinson [REDACTED]

Sent: Thursday, February 29, 2024 1:20 PM

To: Peter McKay [REDACTED]

Cc: Kurt Pauls [REDACTED]; Kane Lowth [REDACTED]; Michael Ravbar [REDACTED]

Subject: Fwd: Kidston Hydro Blasting event - Event 345945

CAUTION: This email originated from outside of OIR. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon Peter, after our conversation at 11:36am this morning you mentioned that someone senior was going to contact me about what hasn't happened yet in relation to the serious incident that occurred at Kidston Hydro project Kidston, John Hollands/ McConell Dowell JV where 3 workers working 300metres underground at 5am on the Friday 23/2/24 were NEARLY BLOWN UP after a blast was detonated at 330 metres. (30m below these 3 workers were situated).

Your department was contacted on Saturday 24/2/24, Monday 26/2/24 & Wednesday 28/2/24 by a relative of 1 of the 3 workers in the blast zone. With NO action from the OIR WH&SAFETY QLD then went on to contact the CFMEU Townsville office to notify of this serious incident.

Now this email from your department.

CFMEU

Mick Robinson

Regional WHS Co-ordinator

[REDACTED]

[REDACTED]

T [REDACTED]

F [REDACTED]

Construction & General Division
QLD/NT Divisional Branch



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From: Clint Hodges [REDACTED]
Sent: Thursday, February 29, 2024 12:42 pm
To: Mick Robinson [REDACTED]
Cc: Paul Smith (WHS) [REDACTED], Sam Brooker [REDACTED]
Subject: Kidston Hydro Blasting event - Event 345945

You don't often get email from [REDACTED]. [Learn why this is important](#)

Good after Mick,

As discussed on the phone, WHSQ has received notification of the above event and have also confirmed that Resources Safety & Health Queensland have received notification. WHSQ has confirmed that the explosives inspectorate are making active enquires into the event as it falls under the Explosives Act within their jurisdiction.

Given the explosives inspectorate are making enquires as the primary regulator, WHSQ will not be sending inspectors to site to make specific enquiries into this event.

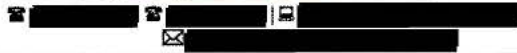
WHSQ will liaise with the explosive inspectorate to maintain an understanding of what has occurred. WHSQ have been conducting proactive site visits to this site and will continue to do so in the future. Discussions and proactive monitoring relating to this event will likely occur during future proactive visits.

Regards



Queenland
Government Clint Hodges

Operations Manager – NCQ Townsville
Workplace Health and Safety Queensland
Office of Industrial Relations
Webpage – www.worksafe.qld.gov.au



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**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
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ANNEXURE SHEET

This is a document referred to as SW-20 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-20

DSIP.0001.0035.0072_0005

And no its hasn't really expended, see attached this is pretty much what we have been providing.

Seb

From: Royce Kupsch [REDACTED]
Sent: Tuesday, March 5, 2019 10:37 AM
To: Bradley Bick [REDACTED]
Cc: Sebastian Bielen [REDACTED]
Subject: Workplace Fatalities

Hi Brad,

As per our conversation on Thursday of last week, can you please provide the data of all workplace fatalities in Queensland by occupation and industry including worker names and age at death, from March 2018 to March 2019. The information will be used to honor and pay tribute to those workers at International workers memorial day in April.

Can you also provide the data of fatalities presently under investigation as of march 2018 to March 2019 that will not be part of the work related fatality data requested above..

Further can you also provide workplace fatality data from March 2017 to March 2018.

Regards

Royce Kupsch
Union President/Health and Safety Coordinator

QLD/NT Branch

Head Office: [REDACTED]
Mb: [REDACTED] **Ph:** [REDACTED] **F:** [REDACTED] **E:** [REDACTED]

Regional Offices:

Darwin - Ph: [REDACTED]
Townsville - Ph: [REDACTED]

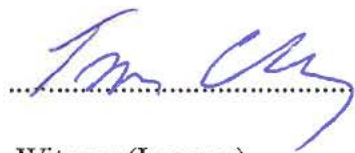
**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-21 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026

A handwritten signature in black ink, appearing to be 'Sarina Erika Wise', written over a horizontal dotted line.

Sarina Erika Wise

A handwritten signature in blue ink, appearing to be 'Tom Oly', written over a horizontal dotted line.

Witness (Lawyer)

SW-21

From: Andrea Fox [REDACTED]
 Sent: Thursday, March 14, 2024 2:24 PM
 To: Sebastian Bielen [REDACTED]; Sarina Wise [REDACTED]
 Cc: Andrew Harris [REDACTED]
 Subject: RE: Workplace Fatalities

Ah... I see we've been here before. I didn't realise.

Andrea Fox
 Executive Director
 WHS Engagement and Policy Services
 Office of Industrial Relations

M: [REDACTED] | E: [REDACTED]

I acknowledge the Traditional Custodians past and present
 on whose land I walk, I work and I live.

From: Sebastian Bielen [REDACTED]
 Sent: Thursday, March 14, 2024 1:54 PM
 To: Sarina Wise [REDACTED]; Andrea Fox [REDACTED]
 Cc: Andrew Harris [REDACTED]
 Subject: RE: Workplace Fatalities

Guys

Just so you are all aware, last time we tried not to provide this information this was used against us:

APP sets out how an organisation should respond to an access request and when access may be refused. Neither the Cth Privacy Act nor APP 12 expressly refers to deceased persons. The Cth Privacy Act does, however, define 'individual' to mean a 'natural person'. A natural person can only be a living person. This means that deceased people cannot have personal information, however care should still be taken when handling the information of the deceased, as it may also be the personal information of the living, for example, a family member.

Seb

From: Sarina Wise [REDACTED]
 Sent: Thursday, March 14, 2024 12:46 PM
 To: Sebastian Bielen [REDACTED]; Andrea Fox [REDACTED]
 Cc: Andrew Harris [REDACTED]
 Subject: RE: Workplace Fatalities

Hi All,

I suggest we get some legal advice on the provision of this information to Unions. I appreciate it is a long standing agreement, however I do not see how this complies with s271. As a bare minimum we may need to get consent from families to release the information.

271 Confidentiality of information

(1) This section applies if a person obtains information or gains access to a document in exercising any power or function under this Act, other than under part 7.

(2) The person must not do any of the following—

(a) disclose to anyone else—

(i) the information; or

(ii) the contents of or information contained in the

document;
(b) give access to the document to anyone else;
(c) use the information or document for any purpose.
Maximum penalty—100 penalty units.
(3) Subsection (2) does not apply to the disclosure of information,
or the giving of access to a document or the use of information
or a document—



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Government

- (a) about a person, with the person's consent; or
- (b) that is necessary for the exercise of a power or function under this Act; or

Sarina Wise
Executive Director
WHS Compliance and Field Services

Workplace Health & Safety Queensland
Office of Industrial Relations

E: [REDACTED] M: [REDACTED]

From: Sebastian Bielen [REDACTED]
Sent: Thursday, March 14, 2024 12:41 PM
To: Andrea Fox [REDACTED]
Cc: Andrew Harris [REDACTED]; Sarina Wise [REDACTED]
Subject: Re: Workplace Fatalities

I will add that I do remember us providing this info even when Paul G and Simon B were with OIR

Sebastian Bielen
Director
Data & Evaluation Services
Office of Industrial Relations

On 14 Mar 2024, at 12:28 PM, Andrea Fox [REDACTED] wrote:

Oh just received this, sorry. Thanks for clarifying.

Andrea Fox
Executive Director
WHS Engagement and Policy Services
Office of Industrial Relations

[REDACTED]
M: [REDACTED] | E: [REDACTED]

I acknowledge the Traditional Custodians past and present
on whose land I walk, I work and I live.

From: Sebastian Bielen [REDACTED]
Sent: Thursday, March 14, 2024 12:11 PM
To: Andrea Fox [REDACTED]; Andrew Harris [REDACTED]
Cc: Sarina Wise [REDACTED]
Subject: FW: Workplace Fatalities

Andra

Since 2019 at the very least, see below.

And no its hasn't really expended, see attached this is pretty much what we have been providing.

Seb

From: Royce Kupsch [REDACTED]
Sent: Tuesday, March 5, 2019 10:37 AM
To: Bradley Bick [REDACTED]
Cc: Sebastian Bielen [REDACTED]
Subject: Workplace Fatalities

Hi Brad,

As per our conversation on Thursday of last week, can you please provide the data of all workplace fatalities in Queensland by occupation and industry including worker names and age at death, from March 2018 to March 2019. The information will be used to honor and pay tribute to those workers at International workers memorial day in April.

Can you also provide the data of fatalities presently under investigation as of march 2018 to March 2019 that will not be part of the work related fatality data requested above..

Further can you also provide workplace fatality data from March 2017 to March 2018.

Regards

Royce Kupsch
Union President/Health and Safety Coordinator

QLD/NT Branch

Head Office: [REDACTED]

Mb: [REDACTED] **Ph:** [REDACTED] **F:** [REDACTED] **E:** [REDACTED]

Regional Offices:

Darwin - Ph: [REDACTED]

Townsville - Ph: [REDACTED]

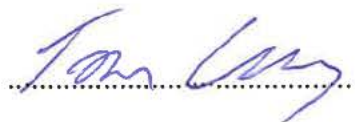
**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-22 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-22

F ①

Katrina Enright

From: Sarina Wise
Sent: Tuesday, 26 March 2024 2:26 PM
To: Sebastian Bielen
Cc: Andrew Harris; Andrea Fox
Subject: RE: Workplace Fatalities

Hi Seb,

I received a call earlier today from Kurt Pauls who explained his frustrations with this information not yet being released to him/CFMEU. Kurt also commented on a phone conversation he had with you, where you made comment that the release of information was being stalled. Kurt raised that you had informed him that there were internal concerns around the information being released, in particular names and ages of the deceased which was creating the delay.

I was surprised to hear that Mr Pauls was privy to internal conversations (and emails) that I have been having with you and Andrea on this matter. It concerns me, hearing that internal discussions regarding business decisions and risks are being discussed with external stakeholders.

In future, I ask that you hold the line with external stakeholders while decisions are being made and worked through internally. It is as simple as telling Mr Pauls that the report is moving up the approval chain and if you are concerned, then refer to your Executive Director to support the next engagement.

I was disappointed by what has occurred here, we are a team in WHSQ and part of being a team is ensuring external messaging does not impact the internal decision makers, especially where in this instance, the decision was yet to be made.

I have advised Kurt the information will be with him later today, noting Peter's approval to release.



Regards,

Sarina Wise
 Executive Director
 WHS Compliance and Field Services

Workplace Health & Safety Queensland
 Office of Industrial Relations

E: [REDACTED] M: [REDACTED]

From: Sebastian Bielen
Sent: Tuesday, March 26, 2024 10:37 AM
To: Sarina Wise ; Andrea Fox
Cc: Andrew Harris
Subject: RE: Workplace Fatalities

Sarina

Fine with me but someone will need to let the unions know please and I don't believe it should be me. I think it needs a higher level officer.

Seb

From: Sarina Wise [REDACTED]
Sent: Tuesday, March 26, 2024 10:34 AM

To: Sebastian Bielen [REDACTED]; Andrea Fox [REDACTED]
 Cc: Andrew Harris [REDACTED]
 Subject: RE: Workplace Fatalities

Hi Seb

I am not comfortable approving the release of this information. I appreciate it is a long-standing agreement with Unions. However, I am conscious of s271 under the WHS act. I appreciate there has been some advice in previous years that due to the individual being deceased, then s271 may not apply – I don't agree with this. The work around for me would be getting endorsement to release by the NOK for each deceased worker.

I will leave this with Andrew/Andrea to determine if they wish to approve release. Or alternatively briefing up to Peter for his approval.



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Regards,

Sarina Wise
 Executive Director
 WHS Compliance and Field Services

Workplace Health & Safety Queensland
 Office of Industrial Relations

E: [REDACTED] M: [REDACTED]

From: Sebastian Bielen [REDACTED]
 Sent: Monday, March 25, 2024 9:30 AM
 To: Andrea Fox [REDACTED]; Sarina Wise [REDACTED]
 Cc: Andrew Harris [REDACTED]
 Subject: RE: Workplace Fatalities
 Importance: High

Ladies

Further to my email below, here is the data to be provided to CFMEU and Queensland Council of Unions for the past 12 months.

Please let me know if you approve the realisation of this information.

Also please be aware that Kurt from CFMEU called me last Friday asking for this information asap.

Seb

From: Sebastian Bielen
 Sent: Wednesday, March 20, 2024 11:42 AM
 To: Andrea Fox [REDACTED]; Sarina Wise [REDACTED]
 Cc: Andrew Harris [REDACTED]
 Subject: RE: Workplace Fatalities
 Importance: High

Ladies

Just seeing what was the outcome of this?

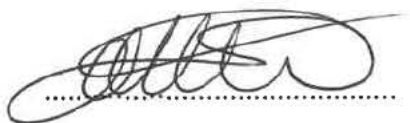
Is my area still required to collate this data as per what has been done in previous years and provide it to unions?

Seb

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-23 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026

A handwritten signature in black ink, appearing to be 'Sarina Erika Wise', written over a horizontal dotted line.

Sarina Erika Wise

A handwritten signature in blue ink, appearing to be 'Tom Long', written over a horizontal dotted line.

Witness (Lawyer)

SW-23

DSIP.0001.0035.0072

F ①

Katrina Enright

From: Sarina Wise
Sent: Tuesday, 26 March 2024 2:26 PM
To: Sebastian Bielen
Cc: Andrew Harris; Andrea Fox
Subject: RE: Workplace Fatalities

Hi Seb,

I received a call earlier today from Kurt Pauls who explained his frustrations with this information not yet being released to him/CFMEU. Kurt also commented on a phone conversation he had with you, where you made comment that the release of information was being stalled. Kurt raised that you had informed him that there were internal concerns around the information being released, in particular names and ages of the deceased which was creating the delay.

I was surprised to hear that Mr Pauls was privy to internal conversations (and emails) that I have been having with you and Andrea on this matter. It concerns me, hearing that internal discussions regarding business decisions and risks are being discussed with external stakeholders.

In future, I ask that you hold the line with external stakeholders while decisions are being made and worked through internally. It is as simple as telling Mr Pauls that the report is moving up the approval chain and if you are concerned, then refer to your Executive Director to support the next engagement.

I was disappointed by what has occurred here, we are a team in WHSQ and part of being a team is ensuring external messaging does not impact the internal decision makers, especially where in this instance, the decision was yet to be made.

I have advised Kurt the information will be with him later today, noting Peter's approval to release.



Queensland
Government

Regards,

Sarina Wise
Executive Director
WHS Compliance and Field Services

Workplace Health & Safety Queensland
Office of Industrial Relations

E: [REDACTED] M: [REDACTED]

From: Sebastian Bielen
Sent: Tuesday, March 26, 2024 10:37 AM
To: Sarina Wise ; Andrea Fox
Cc: Andrew Harris
Subject: RE: Workplace Fatalities

Sarina

Fine with me but someone will need to let the unions know please and I don't believe it should be me. I think it needs a higher level officer.

Seb

From: Sarina Wise [REDACTED]
Sent: Tuesday, March 26, 2024 10:34 AM

**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-24 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026



Sarina Erika Wise



Witness (Lawyer)

SW-24

From: ethicalstandards [REDACTED]
Sent: Friday, 25 July 2025 12:26 PM
To: Sarina Wise
Cc: ethicalstandards
Subject: FW: CONFIDENTIAL FW: Conflict of Interest Declaration Form - Nathan Williams ES 250725
Attachments: CONFIDENTIAL FW: Conflict of Interest Declaration Form - Nathan Williams ES 240725
Sensitivity: Private

Hi Sarina

Thank you for your consideration to this matter as below. The record will be securely filed on the Ethical Standards system and registered on the OIR Conflict of Interest register.

To reaffirm the position as discussed and outlined in my advice regarding Mr Williams and his alleged failure to declare a conflict of interest relating to his father and Ms Burgess, this forms an element of an Ethical Standards investigation and one which OIR have been directed by the CCC is to be review by them for compliance with practice and process before OIR is able to consider any action.

I will need to include these considerations to the CCC for their review of how OIR managed this matter which is known to them. As DDG Heelan is the higher-level delegate responsible for CCC reporting of this and other matters being managed by OIR, I will provide a copy to DDG Heelan for information.

Thank you and please reach out for any assistance where I am permitted to give (subject to confidentiality) to this matter in managing the conflict. I hold confidence the A/Operations Manager of Mr Williams will maintain supervision of Mr Williams relating to the conflict with his father and Ms Burgess.

Gavin

Gavin Gleeson
 Director
 Ethical Standards
 Office of Industrial Relations
 P [REDACTED] E [REDACTED]



From: Sarina Wise [REDACTED]
Sent: Friday, 25 July 2025 12:14 PM
To: ethicalstandards [REDACTED]
Subject: RE: CONFIDENTIAL FW: Conflict of Interest Declaration Form - Nathan Williams ES 240725
Sensitivity: Private

Dear Gavin,

Thank you for providing the below information and the opportunity to offer my recommendations prior to the matter being referred to the Deputy Director-General (DDG) for final advice and approval.

Based on the information provided, I wish to formally document the following concerns:

- Nathan Williams was employed in 2020 by Ms Burgess without, to my knowledge, a proper conflict of interest (COI) declaration being completed as part of the recruitment process. I note that I was not the Executive Director of Compliance and Field Services (CFS) at the time and therefore did not hold delegation for the recruitment decision.
- It has now been approximately five years since Mr Williams was appointed to the role of Inspector. During this time, there is no record of him declaring a personal relationship with his father, who has close ties to the construction industry and is understood to be a CFMEU delegate. Furthermore, Mr Williams did not disclose that Ms Burgess, Director of Construction, was in a personal relationship with his father—despite being under her direction for a number of years. While I acknowledge that Mr Williams recently stated in an interview that he is not “close” to either party, in my view, the ongoing failure to disclose both perceived and actual conflicts raises concerns regarding his integrity and judgement.
- These matters have only come to light as a result of ongoing CCC investigations. The undeclared familial relationship with a CFMEU delegate operating within Mr Williams’ substantive regional area, combined with the relationship between Ms Burgess and Mr Williams’ father, heightens the significance of the conflict.
- I note that Mr Williams was recently successful in securing a temporary placement in the Major Projects team—a statewide unit tasked with overseeing inspections of large-scale construction projects, many of which are government-funded and subject to strong union interest. In my assessment, this assignment presents a higher level of risk and that the COI declaration could not properly mitigate due to the level of autonomy for inspectors undertaking the major project team activities. Mr Williams does not hold ongoing ownership of this role, and the secondment is scheduled to conclude in October.
- My recommendation is to return Mr Williams to his substantive position within the Robina construction team, effective immediately. This would enable more appropriate management of the now-declared conflicts at the local level, pending the outcome of the CCC investigations.

Following discussions with the DDG, Ms Donna Heelan, I understand she holds a different view and does not support my recommendation. This is due to concerns with potential discrimination by association and for this reason I have been instructed to maintain the status quo, allowing Mr Williams to continue in his current temporary role within the Major Projects team until the EOI concludes in October. At that time, I will initiate the process to rotate a new inspector into the position.

I have spoken with the manager of Major Projects, who was also the support person to Mr Williams during his interview, and requested that he monitor Mr William’s behaviour and performance over the next few months and to brief up any concerns directly to me.

This email serves to document my position for record-keeping purposes.

Regards,

Sarina Wise

Executive Director, Compliance & Field Services
 Workplace Health & Safety Queensland | Office of Industrial Relations
 M [REDACTED] E [REDACTED]



From: ethicalstandards [REDACTED]
Sent: Thursday, 24 July 2025 10:30 AM
To: Sarina Wise [REDACTED]
Cc: ethicalstandards [REDACTED]
Subject: CONFIDENTIAL FW: Conflict of Interest Declaration Form - Nathan Williams ES 240725
Sensitivity: Private

Hi Sarina

As discussed. Due to CCC oversight final decision making to be made by DDG Heelan. I have discussed with this DDG Heelan.

1. Background

Nathan Williams is a Principal Inspector (currently in Major Construction program until 4 August 2025) and generally within WHS Regional Services – Robina. Nathan was first engaged with OIR as a Senior Inspector on 03 July 2020. There have been no conduct issues relating to Nathan since that time.

Nathan declares his father (Paul Williams) is a HSR for a construction company (Multiplex Constructions QLD Pty Ltd) on a construction project (Coomera Hospital) in his region. Ethical Standards (ES) is aware that Paul Williams is a CFMEU delegate for the worksite. Nathan reports that his regulatory undertakings include attending construction sites and inspect them and take enforcement on any issues identified. (ES note - This would include Multiplex at Coomera where his father is employed). This could be a perceived issue if people don't believe I am acting due to my father being on site. Nathan suggests to minimise conflict risk that he will not attend the construction project while my father is employed with that company or associated with the project. I will not attend any projects or sites associated with the company my father is employed by.

Nathans manager (Matthew Gipp, A/OM) comments Nathan raised a conflict of interest regarding his father, Paul WILLIAMS, who is currently working on a site operated by MULTIPLEX CONSTRUCTIONS QLD PTY LTD within the SWGC region (Coomera Hospital). Whilst I have full confidence in Nathan's integrity to discharge his inspector powers in line with operational and CMEP requirements, I believe Nathan's attendance at Multiplex sites would present an unacceptable conflict of interest to OIR and the Major Construction Program. I have discussed this matter with Nathan and we have promptly implemented the following mitigation strategy: Nathan will not attend any MULTIPLEX CONSTRUCTIONS QLD PTY LTD sites, while his father remains employed by that company. If Nathan becomes aware that his father has been moved to another project by the same employer, or transitioned to another employer, he has been instructed to inform OIR and submit a new conflict of interest declaration form in line with OIR policy and procedures. I believe that this strategy is appropriate to mitigate any real or perceived conflict.

ES advice

Following ES intervention on a matter, Nathan was directed to submit a Col declaration which he has promptly submitted. Matters involving Nathan and any historical declaration (lack of) is being managed by ES and should not be intervened by CFS at this time and until otherwise advised. Specifically in relation to the matter involving his conflict with his father (Paul Williams) ES advises that the decision maker may consider approving the management strategy to manage the conflict and adds the following to assist decision making.

- Nathan is to continue this declaration to any new manager (due to either internal transfer or promotion) on the ongoing conflict involving himself and his father (Paul Williams) between he as a representative of the regulator and his father being a HSR and CFMEU delegate of any work location his father may be at. Nathan has informed ES that he has told (nominated) a couple of 'at level' colleagues after they attended sites where his father was present to minimise rumours in the work group but has not declared this to Operations managers aside from Matthew Gipp. This conflict will remain in existence while his father works on any construction site in the work area of responsibility that Nathan works in. Nathan is to declare the known location of his father to his current Operations Managers should he move work location from Multiplex to another PCBU on the Gold Coast region where he works.
- Nathan is not to be allocated any regulatory actions involving his fathers work location (currently Multiplex). Should he be allocated any regulatory activity, and knowledge of the conflict is not known to the allocator, a Direction is to be given to Nathan to immediately raise the conflict (about his father) with the allocator and request that the undertaking be re-allocated.
- Nathan is to raise with his manager (current or future) of the conflict with his father is he is requested to accompany another Inspector to any PCBU location where his father is known to be employed and there managed.
- Nathan is to raise the conflict at any time when unknown to Nathan he attends a worksite, and his father is present.
- Nathan is not to use any OIR ICT resource in conducting searches or entries as it relates to any workplace where his father is employed. Any exceptions to this must be approved by his Operations manager (may be needed for his other undertakings).
- A Direction is to be given to Nathan to raise with his manager any conflict that may raise in the future following this decision making so the conflict can be then considered. This advice relates to the conflict between himself and his father (Paul Williams) only.

ES advises that the conflict relating to Nathan and his father could be considered for approval and directions provided to Nathan through his current manager.

PLEASE NOTE – The actual declaration form or below information should not be disseminated as it contains information which should be considered at this time confidential.

CONFIDENTIAL

2. Background

Nathan also raises *my father is also in a relationship with Helen Burgess, employed by OIR. Nathan suggests minimising conflict risk I have no contact or communication with Helen Burgess. In the unlikely event I do come into contact or communicate with Helen Burgess, I have not and will not discuss or disclose any matters at all related to OIR or any OIR stakeholders.*

His manager (Matthew Gipp) comments Nathan has raised that his father is currently in a relationship with a current OIR employee; Helen BURGESS. I have discussed this relationship with Nathan. Nathan advised me that his relationship with his father is strained. Nathan advised he has no on-going contact with Helen BURGESS since approximately Easter 2023. Helen BURGESS is not a current colleague or line manager of Nathan, and as I understand Helen BURGESS is not currently actively employed within Construction Field Services or OIR due to an investigation as publicly announced in the media in August 2024. I think the nature of Nathan's father's relationship with Helen BURGESS could be perceived as a conflict of interest. However, I believe it is an acceptable perceived conflict of interest due to the limited/no contact Nathan has with Helen BURGESS, the fact I cannot identify any access Nathan has that could influence (in a positive or negative manner) the conditions surrounding Helen BURGESS'S employment with OIR, the fact that in Nathan's current role in Major Construction Program he only undertakes proactive visits to non-Multiplex sites, and that Nathan's recent secondment at level to Major Construction Program was an independent merit-based EOI.

ES advice

Following ES intervention on a matter, Nathan was directed to submit a Col declaration which he has promptly submitted. Matters involving Nathan and others nominated in this declaration is being managed by ES and the Directorate is advised that any queries regarding these matters are to be directed to ES and not conducted separately. ES has the benefit of having formally spoken with Nathan and from those discussions have not established that any possible wrongdoings, aside from previous discussion above re his own declaration, is attributed to Nathan and this relationship. Nathan has been promoted since he was engaged by OIR in 2020 by a panel not in conflict with Nathan which had no involvement of Helen Burgess (post her CFS engagement and transfer to SHSS) and as his manager commented, was successful in his current temporary engagement with the Major Construction Program without favouritism as such relationship was not known to the choosing selectors.

There will always be a perceived conflict of interest with Nathan being engaged in regulatory activities involving Major Projects due to historical and current interest in Helen Burgess being involved in a like project historically. His integrity has not been questioned and again from the benefit of discussion with Nathan recently, ES does not hold concerns for his own integrity generally.

Nathan has expressed a deep interest in regulatory activities in the Major Construction Program. To assist the decision maker in this matter; a risk exists of reputational damage from external bodies should Nathan be identified working in Major Projects and being associated with Helen Burgess through the relationship she continues to have with his father. The decision maker should consider that his engagement as a WHS Inspector with CFS generally can also hold this same perception by external bodies. The risk of perception of a conflict of interest will exist for Nathan and OIR regardless of where he works with CFS.

As ES does not hold concerns for his integrity, the decision maker could consider that a risk is accepted through this declaration for any future enquiry. Alternatively, as a maximum punitive (penalty) of Nathan is that he be removed from his current temporary placement with the Major Construction Team and returned to his substantive position.

IMPORTANT INFORMATION – Nathan has not disclosed the relationship between his father and Helen Burgess to anyone within CFS (aside from his current A/OM) due to (his statement) local Inspectors view of the CFMEU and Helen Burgess personally. Nathan has registered during interview that he is concerned should this relationship be disclosed to other OIR employees, he will be ostracised by his peers and managers, and he may need to

consider his position with OIR. While this position cannot be verified or tested openly, ES is aware of some Inspectors positions which includes the Gold Coast due to historical events. The decision maker will need to consider a position of managing the conflict through a management plan versus potential harmful action by or to Nathan.

ES provides the following advice and alternatives for considerations;

- Nathan be removed (either immediately or when his current temporary engagement expires) to minimise external body and internal perception of his working in the same immediate regulatory activity as previously by Helen Burgess. Appropriate discussion and rationale would need to be explained to Nathan should this decision be chosen.
- The decision maker accepts any risk with Nathan continuing his role as a representative of the Regulator with WHS Regional Services – Robina generally. ES has no historical detrimental records to assist the decision maker concluding his suitability with a continued role with OIR. ES does not recommend disengagement through separation of Nathan.
- The decision maker accepts risk should Nathan continue in his current temporary engagement with the Major Construction Program pending either ongoing temporary engagement, later permanent appointment or later return to his substantive position at an unknown date and the management plan as to 1. above is sufficient to manage with him wither in his substantive role or with Major Projects.
- In any position the decision maker takes, Nathan should be directed to not discuss and work regulatory activities whatsoever with Helen Burgess.
- In any position the decision maker takes, Nathan should be directed to raise with his Executive Director or Ethical Standards any circumstances where Helen Burgess has contact with him which may place a risk of actual or perceived conflict of interest could be raised.

This relationship between Ms Burgess and Nathan's father should not be disclosed to any other person, including any future manager, as their holds potential risk to Nathan and OIR through reputational or adverse action and immediate management as 1. above will suffice as Helen Burgess no longer holds any regulatory management of CFS. The decision maker should consider that should this conflict involving Nathan and Ms Burgess be established by other OIR employees that external bodies may be informed as well as potential pressures internally. The principal conflict as raised in 1. above will manage the immediate conflict of interest and the interest of Nathan must also be considered.

It is recommended that Executive Director Wise be afforded the opportunity to submit a position and recommendations to either support or provide alternative views on the matter. It is recommended that the final decision making on this matter be through the DDG OIR with discussion with ED Wise, due to external agency oversight.

ES is happy to discuss and meet further.

Gavin

Gavin Gleeson
 Director
 Ethical Standards
 Office of Industrial Relations

P [REDACTED] E [REDACTED] v.au



From: Matthew Gipp [REDACTED]
Sent: Monday, 21 July 2025 7:54 AM
To: ethicalstandards [REDACTED]
Subject: Conflict of Interest Declaration From

Hello Gavin,

Please find attached COI form as discussed.

Should you wish to discuss further, please don't hesitate to reach out.

Regards,


Matthew Gipp
A/Manager Major Construction Projects
Compliance & Field Services
Workplace Health & Safety Queensland | Office of Industrial Relations
M [REDACTED] E [REDACTED]



**COMMISSION OF INQUIRY INTO THE CFMEU AND MISCONDUCT IN THE
CONSTRUCTION INDUSTRY**

ANNEXURE SHEET

This is a document referred to as SW-25 in the Statement of Sarina Erika Wise
declared/affirmed in Brisbane on 7 April 2026

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke, positioned above a dotted line.

Sarina Erika Wise

A handwritten signature in blue ink, appearing to be 'Tom Curry', positioned above a dotted line.

Witness (Lawyer)



Working for Queensland survey



Responses
151 of 318

Exportable Summary

For printing using Export Page, with hide filters and hide header unchecked.

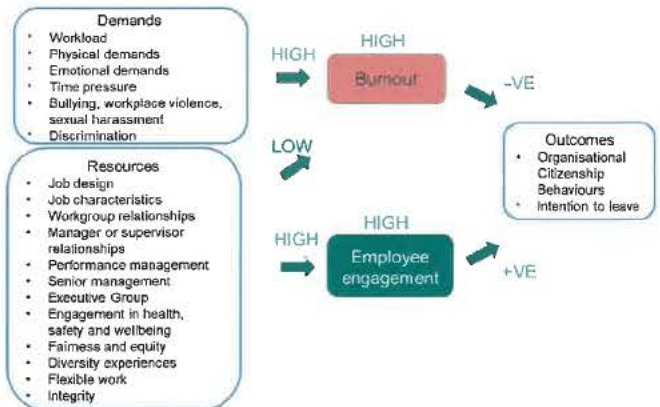
The 2023 Working for Queensland (WfQ) survey uses the Resources - Demands - Outcomes Model of Engagement.

How to interpret this report

By focusing on the relationship between resources and demands, and improving that relationship, will have positive impacts on employee engagement, leading to better work outcomes for your agency.

1. Employee Engagement;
2. Resources;
3. Demands;
4. Workplace Bullying, Sexual harassment, and Workplace Violence and Aggression;
5. Racism and Discrimination;
6. Outcomes; and
7. Explanatory information.

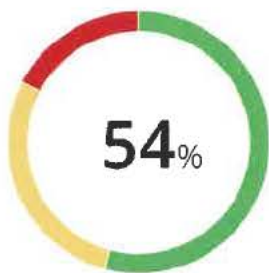
Resources - Demands - Outcomes Model of Engagement



1. Employee Engagement

The overall engagement score (% favourable) and the individual engagement score items are shown below.

Employee Engagement



vs 2022 Sector
▲ 1 ▼ 3

Employee Engagement questions

Question	Responses	Distribution	vs 2022	Sector
35k - I am proud to tell others I work for my organisation.	134	62% 26% 12%	+4	-4
35j - I would recommend my organisation as a great place to work.	134	62% 19% 19%	+8	+2
35n - My organisation inspires me to do the best in my job.	134	54% 28% 19%	0	-1
35m - My organisation motivates me to help it achieve its objectives.	134	50% 31% 19%	-2	-4
35l - I feel strong personal attachment to my organisation.	134	43% 38% 19%	-4	-10

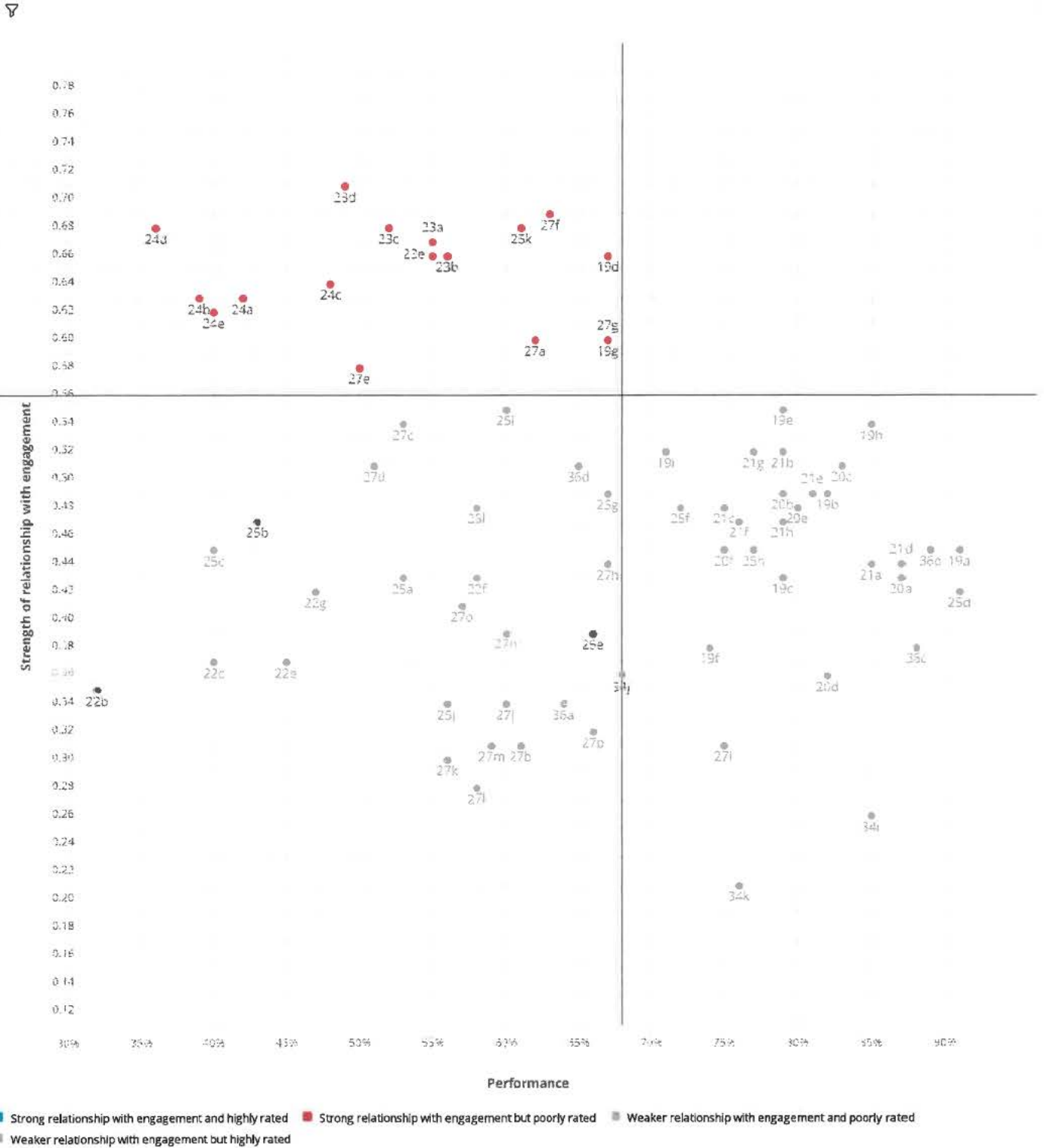
SW-25

Employee Engagement Importance and Performance quadrant plot

This quadrant plot displays the key drivers of employee engagement for this agency/work unit. It is a prioritisation tool - use it to identify the key drivers that have the greatest impact on employee engagement.

Improve
performance of items in the top left

Maintain
performance of items in the top right



Monitor
items in the bottom left for improvement

Review
resources allocation for items in the bottom right

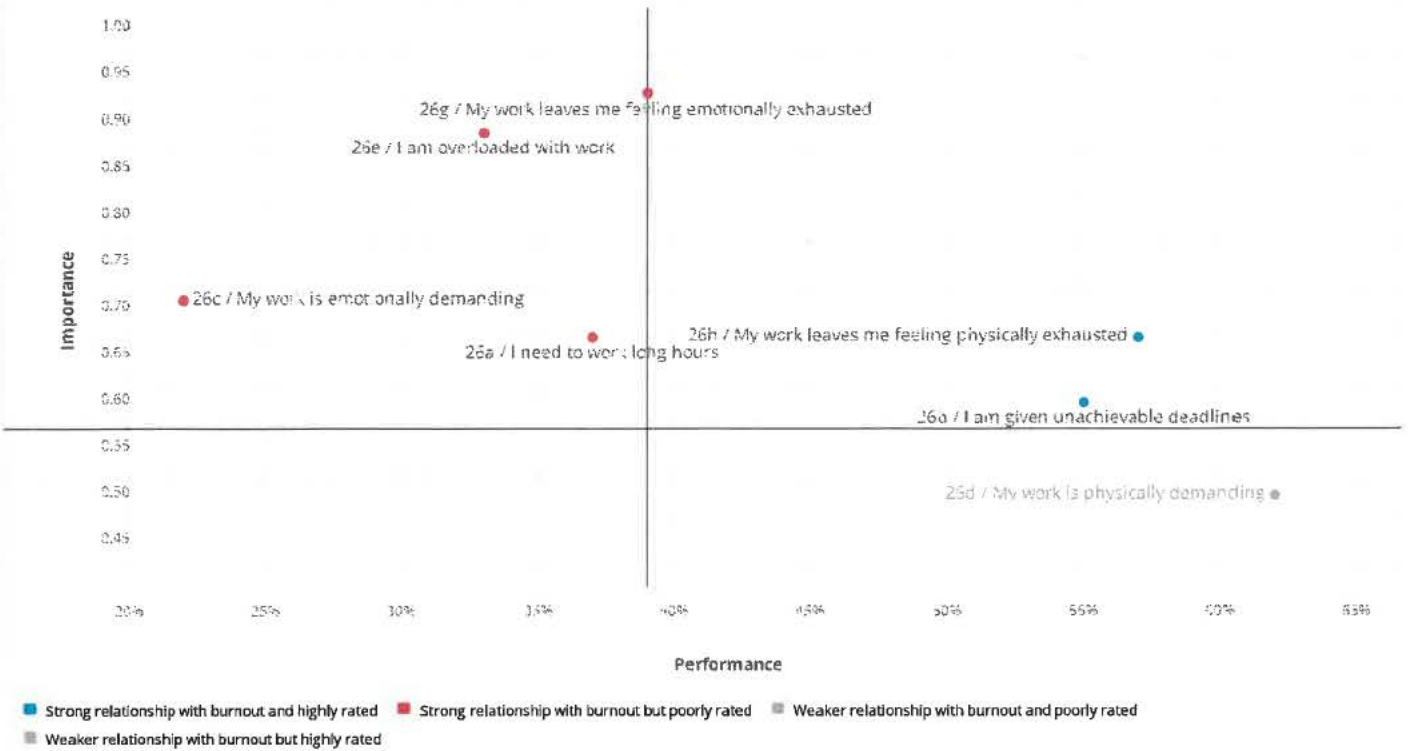
2. Resources

Name	Distribution	vs 2022	Sector
> Your Job: Autonomy	72% 16% 11%	0	+1
> Your Job: Clarity	86% 9% 5%	+5	+6
> Your Job: Task Significance	85% 11% 5%	+6	+3
> Your Job: Task Identity	67% 18% 15%	-1	-2
> Your Job: Task Variety	72% 13% 9%	+4	+3
> Your Job: Human Rights and My Job	71% 21% 7%	+13	-6
> Social Support: My Workgroup Effectiveness	81% 9% 8%	+4	+1
> Social Support: Workgroup Respect and Psychological Safety	72% 12% 10%	0	-1
> Social Support: My Manager and Workgroup Performance	78% 12% 11%	+2	+3
> Social Support: My Manager and Respectful Relationship	80% 11% 9%	+2	+2
> Social Support: My Manager Honesty and Integrity	87% 7% 5%	+7	+6
> Building Your Future: Professional Development	39% 46% 15%	+1	+7
> Building Your Future: Performance Discussions	48% 42% 11%	+1	+10
> Keeping You Well: My Obligations	91% 8%	-3	+3
> Keeping You Well: My Confidence Discussing Wellbeing with My Manager	69% 14% 17%	0	+4
> Keeping You Well: In My Workgroup	45% 42% 13%	+5	+8
> Keeping You Well: Leadership	69% 16% 15%	+4	+6
> Keeping You Well: My Organisation Values My Wellbeing	51% 16% 23%	+4	+1
> Keeping You Well: Cultural Safety	60% 38%	+7	-8
> Leadership: Senior Managers	54% 27% 19%	-4	0
> Leadership: Executive Group	41% 36% 23%	-4	-6
> Fair and Equitable Treatment: Fair and Equitable Treatment	53% 18% 20%	+3	+5
> Fair and Equitable Treatment: Promotion Process	53% 25% 23%	+4	+8
> Fair and Equitable Treatment: Backfilling Process	51% 27% 22%	+7	+8
> Fair and Equitable Treatment: Performance management	62% 23% 15%	+2	+6
> Fair and Equitable Treatment: Recruitment Process	50% 33% 18%	+1	+1
> Fair and Equitable Treatment: Gender	52% 24% 11%	0	-4
> Fair and Equitable Treatment: Age	67% 17% 16%	-4	-1
> Fair and Equitable Treatment: Aboriginal and/or Torres Strait Islander People	58% 38%	-6	-13
> Fair and Equitable Treatment: Australian South Sea Islander People	59% 38%	-5	-12
> Fair and Equitable Treatment: Cultural Background	62% 35% 5%	-6	-12
> Fair and Equitable Treatment: Disability	57% 36% 6%	-7	-4
> Fair and Equitable Treatment: Sexual Orientation	66% 30%	-5	-7
> Flexible Work: Flexibility I need	83% 9% 5%	0	+10
> Flexible Work: Work Together to make Flexibility Work	88% 19% 13%	-4	+3
> Flexible Work: Free to use Flexibility	78% 16% 9%	+5	+19
> Code of Conduct: Integrity	77% 15% 8%	-1	+2

3. Demands

This quadrant plot displays the key drivers of burnout for this organisation/work unit. It is a prioritisation tool - use it to identify the key drivers that have the greatest impact on burnout.
Refer to the *Explanatory information section*.

I feel burned out by my work: Importance and Performance quadrant plot



Percentage of staff who responded with ALWAYS and OFTEN (the darker the purple the more negative)

Comparison: Current Unit
Breakout: One level below

Responses	151	40	20	20	20	25	
		WHS Compliance &...	Licensing and Advis...	State-wide Investig...	WHS Regional Serv...	WHS Regional Serv...	WHS Regional Serv...
26a - I need to work long hours (i.e., beyond those formally agreed through my HR arrangements or emplo...	19%	14%	21%	6%	5%	29%	
26b - I am given unachievable deadlines.	10%	11%	0%	22%	5%	13%	
26c - My work is emotionally demanding.	26%	28%	21%	28%	11%	33%	
26d - My work is physically demanding.	4%	3%	0%	6%	0%	4%	
26e - I am overloaded with work.	15%	17%	11%	22%	0%	13%	
26f - I feel burned out by my work.	20%	19%	11%	39%	5%	21%	
26g - My work leaves me feeling emotionally exhausted.	22%	17%	11%	33%	11%	29%	
26h - My work leaves me feeling physically exhausted.	8%	6%	5%	11%	5%	4%	

4. Workplace Bullying, Sexual Harassment, and Workplace Violence and Aggression

In the last 12 months, have you experienced...

Workplace bullying

↑	2023 Count	2023 Percent	2022 Count	2022 Percent
01 - Yes, and I am currently experiencing this behaviour	12	9%	9	4%
02 - Yes, but I am not experiencing it now	6	5%	19	9%
03 - No	113	85%	180	85%
04 - Don't know	2	2%	5	2%

Sexual harassment

↑	2023 Count	2023 Percent	2022 Count	2022 Percent
02 - Yes, but I am not experiencing it now	-	-	1	0%
03 - No	132	99%	212	100%
04 - Don't know	1	1%	-	-

Workplace violence and aggression

↑	2023 Count	2023 Percent	2022 Count	2022 Percent
01 - Yes	16	12%	28	13%
02 - No	114	86%	182	85%
03 - Don't know	3	2%	3	1%

5. Racism and Discrimination

In the last 12 months, have you experienced...

Racism

↑	2023 Count	2023 Percent	2022 Count	2022 Percent
01 - Yes	1	1%	6	3%
02 - No	132	99%	204	97%

Discrimination because of my disability

↑	2023 Count	2023 Percent	2022 Count	2022 Percent
01 - Yes	1	1%	5	2%
02 - No	132	99%	204	98%

Discrimination because of my sexual orientation

↑	2023 Count	2023 Percent	2022 Count	2022 Percent
02 - No	133	100%	209	100%

Discrimination because of my gender

↑	2023 Count	2023 Percent	2022 Count	2022 Percent
01 - Yes	4	3%	14	7%
02 - No	129	97%	196	93%

Discrimination because of my age

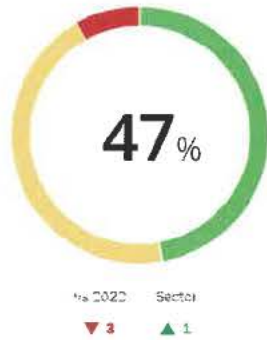
↑	2023 Count	2023 Percent	2022 Count	2022 Percent
01 - Yes	10	8%	11	5%
02 - No	123	92%	197	95%

Discrimination because of my cultural background

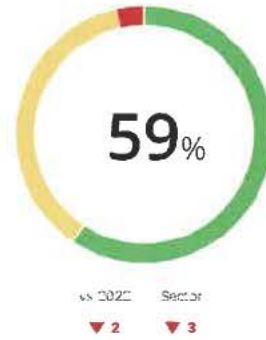
↑	2023 Count	2023 Percent	2022 Count	2022 Percent
01 - Yes	1	1%	5	2%
02 - No	132	99%	204	98%

6. Outcomes

Connection with Work



Continuous Improvement



Impact

Question	Responses	Distribution	vs 2022	Sector
35i - My organisation has a positive impact on the lives of the people of Queensland.	134	84% 13%	+4	+6
35h - My work has a positive impact on the lives of the people of Queensland.	134	81% 17%	+3	+4

Intention to leave

↑	2023 Count	2023 Percent	2022 Count	2022 Percent
01 - I want to leave my position as soon as possible	10	8%	30	14%
02 - I want to leave my position within the next 12 months	18	14%	24	11%
03 - I want to stay working in my position for the next one to two years	28	21%	42	20%
04 - I want to stay working in my position for at least the next three years	76	58%	114	54%

Intention to leave

↑	2023 Count	2023 Percent	2022 Count	2022 Percent
01 - I am planning to retire	5	18%	7	13%
02 - I am applying for/have applied for new roles within my agency	7	25%	16	30%
03 - I am applying for/have applied for new roles in another agency	7	25%	19	35%
04 - I am applying for/have applied for roles in the private sector	2	7%	4	7%
06 - It is the end of my non-ongoing, casual or contracted employment	1	4%	-	-
07 - Other	6	21%	8	15%

7. Explanatory Information

How to use the quadrant plots

- Maintain (high importance, high performance) - Maintain these positive scores.
- Improve (high importance, low performance) - Improve these scores.
- Monitor (low importance, low performance) - Monitor these scores and to further explore what the root causes may be when resources become available.
- Review (low importance, high performance) - Understand how to maintain these positive scores, review the level of resources allocated to these items and possibly divert them to priority areas.

How to interpret the Employee Engagement quadrant plot

Performance axis (horizontal)

- Reflects the % favourable score of the key driver
- This threshold is set to 68% favourable for the quadrant plot

Strength of relationship with engagement axis (vertical)

- Indicates how well the key driver predicts employee engagement (correlation coefficient)
- This threshold is 0.55 correlation coefficient

How to interpret the Demands quadrant plot

Performance axis (horizontal)

- Reflects the % favourable score of the key driver
- This threshold is set to % favourable median score of the drivers Q26a-Q26e, and Q26g-Q26h

Strength of relationship with burnout axis (vertical)

- Indicates how well the key driver predicts burnout (correlation coefficient)
- This threshold is 0.55 correlation coefficient

Questions for Employee Engagement quadrant plot

- 19a - I understand what is expected of me to do well in my job
 19b - I get the information I need to do my job well
 19c - I have the authority necessary to do my job effectively
 19d - My job gives me a feeling of accomplishment
 19e - My job gives me the opportunity to utilise my skills and knowledge
 19f - I have choice in deciding how I carry out day to day work tasks
 19g - I am encouraged to take part in decisions that affect my job, where appropriate
 19h - I understand how my work contributes to my organisation's strategic objectives
 19i - I understand how the *Human Rights Act 2019* applies to my work
 20a - I discuss my work challenges with the people in my workgroup
 20b - In my workgroup, we work together to manage workload
 20c - In my workgroup, we share learnings
 20d - In my workgroup, we treat each other respectfully
 20e - In my workgroup, I am comfortable speaking up to share a different view to my colleagues
 20f - In my workgroup, we welcome diverse ideas and thoughts
 21a - My manager/supervisor treats people in our work environment respectfully
 21b - My manager/supervisor encourages discussion on ways to improve workgroup performance
 21c - My manager/supervisor clearly communicates performance expectations
 21d - My manager/supervisor demonstrates honesty and integrity
 21e - My manager/supervisor listens to what I have to say
 21f - I feel comfortable discussing my work challenges with my manager/supervisor
 21g - I can rely on my manager/supervisor to help me work through work challenges
 21h - My manager/supervisor shows appreciation for my contribution to our work objectives
 22a - My manager/supervisor and I discuss my professional development
 22c - My manager/supervisor takes the time to provide informal feedback on my performance
 22e - My manager/supervisor provides me with constructive feedback to help improve my performance
 22f - My manager/supervisor recognises and acknowledges when I do something well
 22g - My manager/supervisor proactively supports my professional development by connecting me with learning and development opportunities
 23a - Senior managers provide clear direction for the future of the organisation
 23b - Senior managers model the values/principles of my organisation
 23c - Senior managers keep employees informed about what's going on
 23d - Senior managers create an environment where employees feel heard
 23e - Senior managers demonstrate honesty and integrity
 24a - The Executive Group communicates a clear direction for the future of the organisation
 24b - The Executive Group model the values/principles of my organisation
 24c - The Executive Group keep employees informed about what's going on
 24d - The Executive Group creates an environment where employees feel heard
 24e - The Executive Group acts with a high level of integrity

- 25a - In my workgroup, we proactively discuss workplace safety
 25b - In my workgroup, we discuss ways to promote wellbeing
 25c - In my workgroup, we discuss ways to promote mental health
 25d - I am confident in my understanding of my health and safety obligations
 25e - My workgroup cares about the cultural safety of Aboriginal and Torres Strait Islander colleagues
 25f - I am confident discussing my wellbeing with my manager/supervisor
 25g - I am confident discussing my mental health with my manager/supervisor
 25h - My manager/supervisor proactively encourages people to speak up if they feel something could be a risk to their health, safety or wellbeing
 25i - In my workplace senior management acts quickly to correct problems/issues that affect employees' health, safety or wellbeing
 25j - I feel that my manager/supervisor takes responsibility for ensuring the cultural safety of Aboriginal and Torres Strait Islander employees
 25k - I feel that my organisation considers the wellbeing of employees to be important
 25l - I feel that my organisation provides a culturally safe work environment for Aboriginal and Torres Strait Islander employees
 27a - Performance is assessed fairly
 27b - I understand the process to manage poor performance in my workgroup
 27c - Promotion decisions are based on clear criteria
 27d - The process for backfilling roles is transparent
 27e - Recruitment strategies and/or processes are fair and transparent
 27f - People are treated fairly and equitably in my workplace
 27g - All employees, regardless of gender, have equitable access to work experiences that support career progression
 27h - Age is not a barrier to success in my organisation
 27i - Being a woman is not a barrier to success in my organisation
 27j - Being a man is not a barrier to success in my organisation
 27k - Being gender diverse is not a barrier to success in my organisation
 27l - Being an Aboriginal and/or Torres Strait Islander person is not a barrier to success in my organisation
 27m - Being an Australian South Sea Islander person is not a barrier to success in my organisation
 27n - Cultural background is not a barrier to success in my organisation
 27o - Disability is not a barrier to success in my organisation
 27p - Sexual orientation is not a barrier to success in my organisation
 34i - I have the flexibility I need to manage my work and non-work interests
 34j - In my workgroup, we discuss individual needs for flexible work arrangements, and we work together to accommodate them
 34k - My commitment to this organisation would be questioned if I chose to use flexible work options.*
 36a - Discussions about appropriate and ethical behaviour are common in my workplace
 36b - I am confident in my understanding of what ethical behaviour means within my workplace
 36c - I am confident I would know how to report unethical behaviour if I became aware of it
 36d - I feel confident that if I reported unethical behaviour in my workplace, it would be appropriately managed

Response Rate



Responses
235 of 390



Working for Queensland survey

Exportable Summary

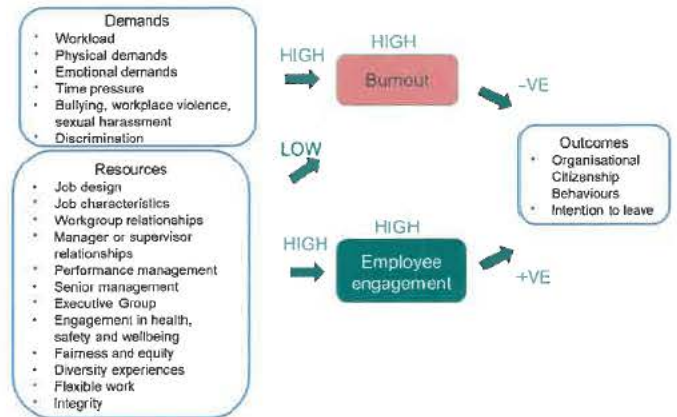
The 2024 Working for Queensland (WfQ) survey uses the Resources - Demands - Outcomes Model of Engagement.

How to interpret this report

By focusing on the relationship between resources and demands, and improving that relationship, will have positive impacts on employee engagement, leading to better work outcomes for your organisation.

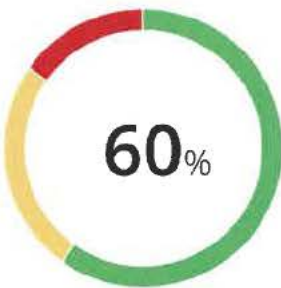
1. Employee Engagement;
2. Resources;
3. Demands;
4. Workplace Bullying, Sexual harassment, and Workplace Violence and Aggression;
5. Racism and Discrimination;
6. Outcomes; and
7. Explanatory information.

Resources - Demands - Outcomes Model of Engagement



1. Employee Engagement The overall engagement score (% favourable) and the individual engagement score items are shown below.

Employee Engagement



vs 2023 Sector
▲ 6 0

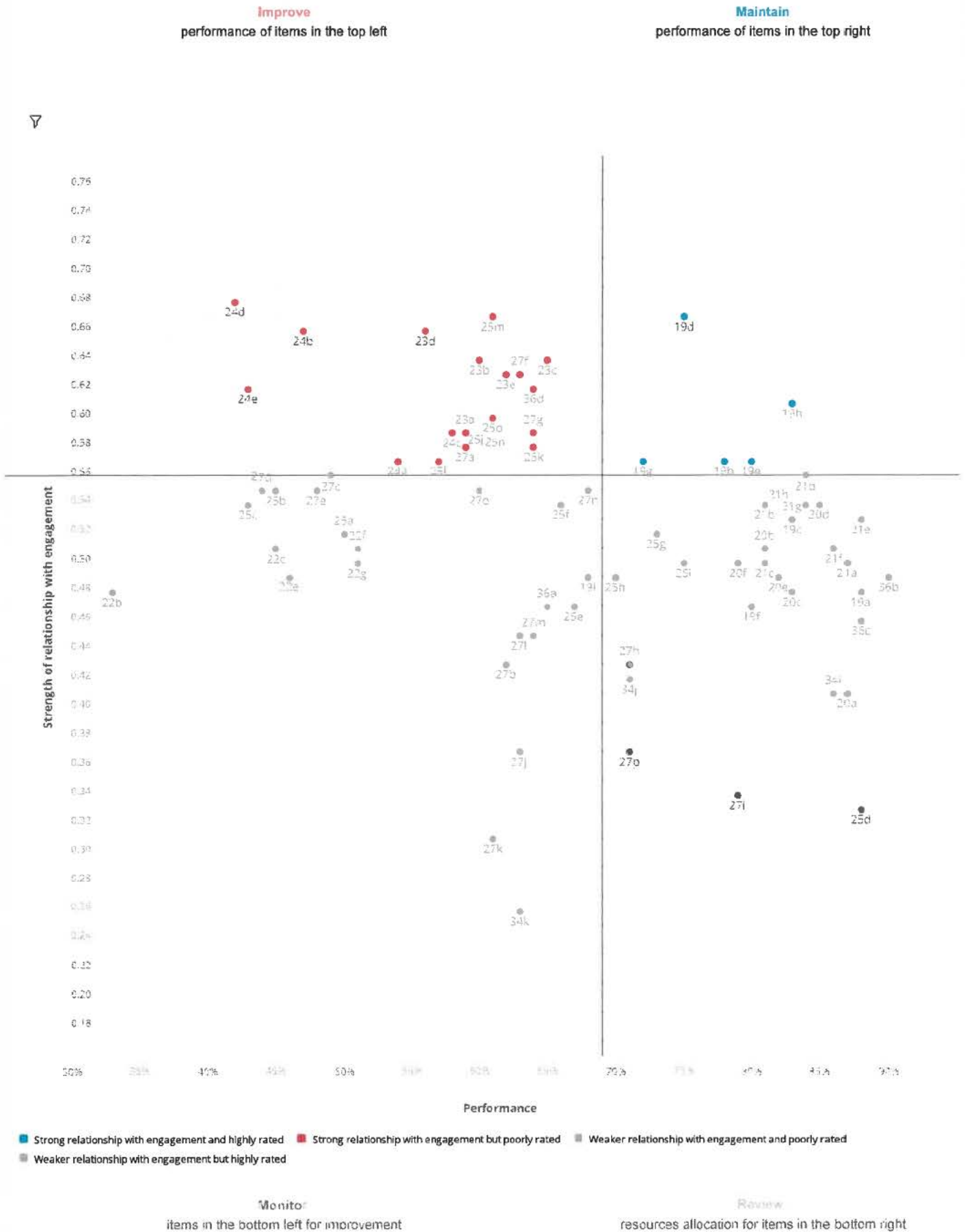
Employee Engagement questions


Question	Responses	Distribution	vs 2023	Sector
35j - I would recommend my organisation as a great place to work.	209	55% 22% 13%	+3	+2
35k - I am proud to tell others I work for my organisation.	209	55% 23% 12%	+3	-3
35m - My organisation motivates me to help it achieve its objectives.	207	60% 25% 14%	+10	+3
35n - My organisation inspires me to do the best in my job.	207	57% 27% 16%	+3	-1
35l - I feel strong personal attachment to my organisation.	208	53% 27% 20%	+10	-2

Employee Engagement Importance and Performance quadrant plot

This quadrant plot displays the key drivers of employee engagement for this organisation/work unit. It is a prioritisation tool - use it to identify the key drivers that have the greatest impact on employee engagement.

Refer to the *Explanatory information section*.



2. Resources 

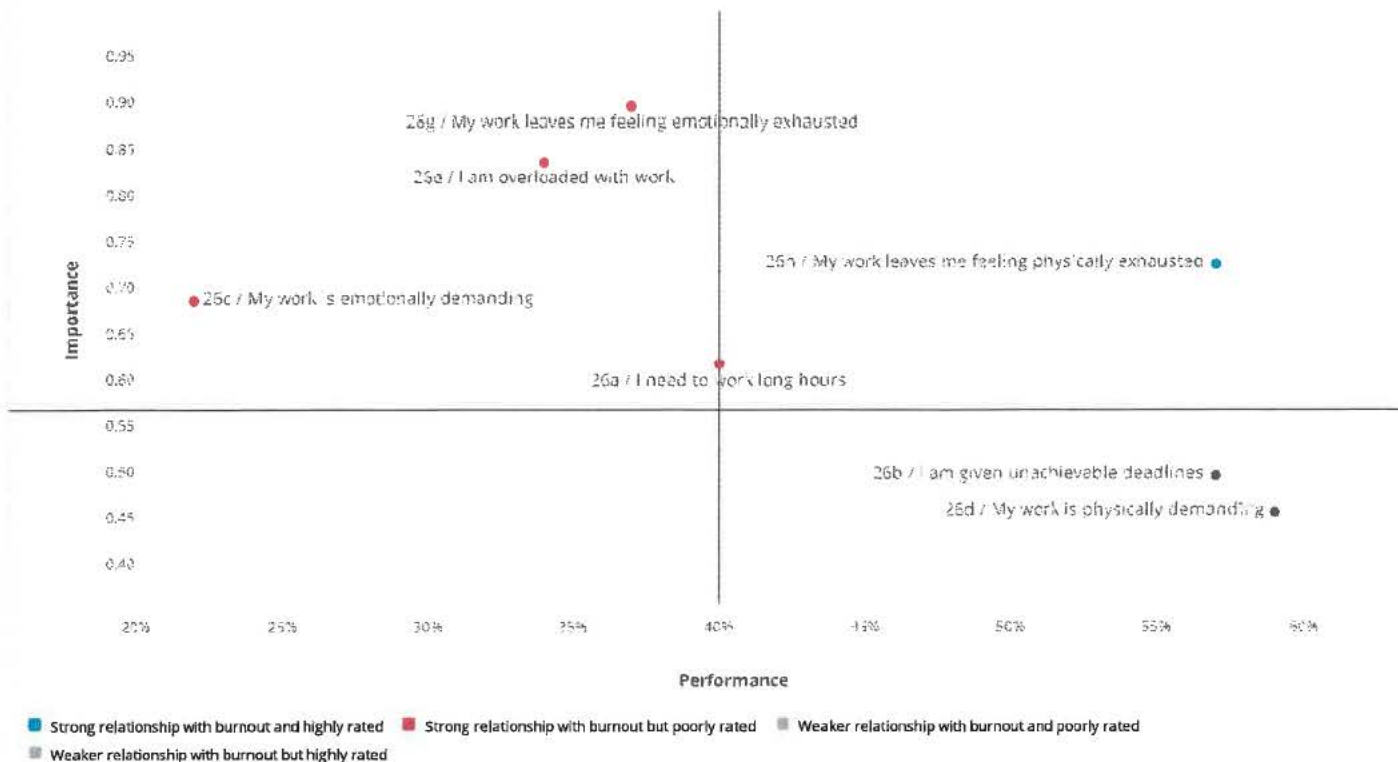
Name	Distribution	vs 2023	Sector
> Your Job: Autonomy		+5	+5
> Your Job: Clarity		-3	+3
> Your Job: Task Significance		-2	+1
> Your Job: Task Identity		+7	+4
> Your Job: Task Variety		+2	+4
> Your Job: Human Rights and My Job		-3	-11
> Social Support: My Workgroup Effectiveness		+1	+2
> Social Support: Workgroup Respect and Psychological Safety		+3	+2
> Social Support: My Manager and Workgroup Performance		+4	+5
> Social Support: My Manager and Respectful Relationship		+6	+6
> Social Support: My Manager Honesty and Integrity		-3	+2
> Building Your Future: Professional Development		+3	+8
> Building Your Future: Performance Discussions		0	+8
> Keeping You Well: My Obligations		-3	0
> Keeping You Well: My Confidence Discussing Wellbeing with My Manager		+2	+4
> Keeping You Well: In My Workgroup		+1	+8
> Keeping You Well: Leadership		-1	+3
> Keeping You Well: My Organisation Values My Wellbeing		0	-5
> Keeping You Well: Cultural Safety - Aboriginal/Torres Strait Islander		+1	-10
> Keeping You Well: Cultural Safety - CALD		-	-7
> Leadership: Senior Managers		+7	+2
> Leadership: Executive Group		+8	-3
> Fair and Equitable Treatment: Fair and Equitable Treatment		0	+2
> Fair and Equitable Treatment: Promotion Process		-3	+3
> Fair and Equitable Treatment: Backfilling Process		-8	-2
> Fair and Equitable Treatment: Performance management		-1	+3
> Fair and Equitable Treatment: Recruitment Process		-2	-3
> Fair and Equitable Treatment: Gender		+2	-4
> Fair and Equitable Treatment: Age		+5	+2
> Fair and Equitable Treatment: Aboriginal and/or Torres Strait Islander People		+5	-10
> Fair and Equitable Treatment: Australian South Sea Islander People		+5	-8
> Fair and Equitable Treatment: Cultural Background		+8	-5
> Fair and Equitable Treatment: Disability		+3	-2
> Fair and Equitable Treatment: Sexual Orientation		+4	-5
> Flexible Work: Flexibility I need		+1	+9
> Flexible Work: Work Together to make Flexibility Work		+3	+2
> Flexible Work: Free to use Flexibility		-13	+4
> Code of Conduct: Integrity		0	0

3. Demands

This quadrant plot displays the key drivers of burnout for this organisation/work unit. It is a prioritisation tool - use it to identify the key drivers that have the greatest impact on burnout.

Refer to the *Explanatory information section*.

I feel burned out by my work: Importance and Performance quadrant plot



Percentage of staff who responded with ALWAYS and OFTEN

Responses	WHS CFS
25a - I need to work long hours (i.e., beyond those formally agreed through my HR arrangements or emplo...	15%
26b - I am given unachievable deadlines.	9%
26c - My work is emotionally demanding.	24%
26d - My work is physically demanding.	4%
26e - I am overloaded with work.	14%
26f - I feel burned out by my work.	13%
26g - My work leaves me feeling emotionally exhausted.	16%
26h - My work leaves me feeling physically exhausted.	7%

4. Workplace Bullying, Sexual Harassment, and Workplace Violence and Aggression

In the last 12 months, have you experienced...

Workplace bullying

	2024 Count	2024 Percent	2023 Count	2023 Percent
01 - Yes, and I am currently experiencing this behaviour	7	3%	12	9%
02 - Yes, but I am not experiencing it now	12	6%	6	5%
03 - No	172	84%	113	85%
04 - Don't know	13	6%	2	2%

Sexual harassment

	2024 Count	2024 Percent	2023 Count	2023 Percent
02 - Yes, but I am not experiencing it now	3	1%	-	-
03 - No	198	97%	132	99%
04 - Don't know	3	1%	1	1%

Workplace violence and aggression

	2024 Count	2024 Percent	2023 Count	2023 Percent
01 - Yes	16	8%	16	12%
02 - No	184	90%	114	86%
03 - Don't know	4	2%	3	2%

5. Racism and Discrimination

In the last 12 months, have you experienced...

Racism

	2024 Count	2024 Percent	2023 Count	2023 Percent
01 - Yes	6	3%	1	1%
02 - No	200	97%	132	99%

Discrimination because of my disability

	2024 Count	2024 Percent	2023 Count	2023 Percent
01 - Yes	6	3%	1	1%
02 - No	199	97%	132	99%

Discrimination because of my sexual orientation

	2024 Count	2024 Percent	2023 Count	2023 Percent
02 - No	205	100%	133	100%

Discrimination because of my gender

	2024 Count	2024 Percent	2023 Count	2023 Percent
01 - Yes	14	7%	4	3%
02 - No	191	93%	129	97%

Discrimination because of my age

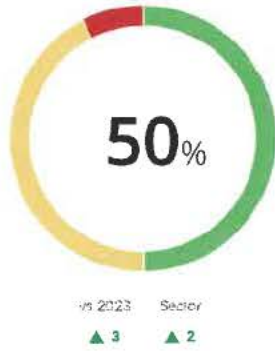
	2024 Count	2024 Percent	2023 Count	2023 Percent
01 - Yes	9	4%	10	8%
02 - No	197	96%	123	92%

Discrimination because of my cultural background

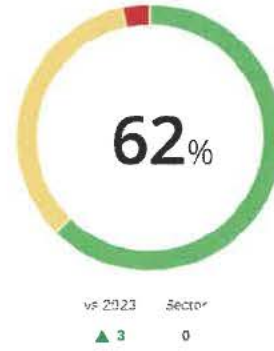
	2024 Count	2024 Percent	2023 Count	2023 Percent
01 - Yes	3	1%	1	1%
02 - No	202	99%	132	99%

6. Outcomes

Connection with Work



Continuous Improvement



Impact

Question	Responses	Distribution	vs 2023	Sector
35h - My work has a positive impact on the lives of the people of Queensland.	207	82% 15%	0	+3
35i - My organisation has a positive impact on the lives of the people of Queensland.	209	81% 14% 5%	-3	0

Intention to leave

	2024 Count	2024 Percent	2023 Count	2023 Percent
01 - I want to leave my position as soon as possible	14	7%	10	8%
02 - I want to leave my position within the next 12 months	20	10%	18	14%
03 - I want to stay working in my position for the next one to two years	57	28%	28	21%
04 - I want to stay working in my position for at least the next three years	115	56%	76	58%

Intention to leave

	2024 Count	2024 Percent	2023 Count	2023 Percent
01 - I am planning to retire	6	19%	5	16%
02 - I am applying for/have applied for new roles within my agency	8	25%	7	25%
03 - I am applying for/have applied for new roles in another agency	9	28%	7	25%
04 - I am applying for/have applied for roles in the private sector	4	13%	2	7%
06 - It is the end of my non-ongoing, casual or contracted employment	1	3%	1	4%
07 - Other	5	16%	6	21%

7. Explanatory Information

How to use the quadrant plots

- Maintain (high importance, high performance) - Maintain these positive scores.
- Improve (high importance, low performance) - Improve these scores.
- Monitor (low importance, low performance) - Monitor these scores and to further explore what the root causes may be when resources become available.
- Review (low importance, high performance) - Understand how to maintain these positive scores, review the level of resources allocated to these items and possibly divert them to priority areas.

How to interpret the Employee Engagement quadrant plot

Performance axis (horizontal)

- Reflects the % favourable score of the key driver
- This threshold is set to 69% favourable for the quadrant plot

Strength of relationship with engagement axis (vertical)

- Indicates how well the key driver predicts employee engagement (correlation coefficient)
- This threshold is 0.55 correlation coefficient

Questions for Employee Engagement quadrant plot

- 19a - I understand what is expected of me to do well in my job
 19b - I get the information I need to do my job well
 19c - I have the authority necessary to do my job effectively
 19d - My job gives me a feeling of accomplishment
 19e - My job gives me the opportunity to utilise my skills and knowledge
 19f - I have choice in deciding how I carry out day to day work tasks
 19g - I am encouraged to take part in decisions that affect my job, where appropriate
 19h - I understand how my work contributes to my organisation's strategic objectives
 19i - I understand how the *Human Rights Act 2019* applies to my work
 20a - I discuss my work challenges with the people in my workgroup
 20b - In my workgroup, we work together to manage workload
 20c - In my workgroup, we share lessons learned.
 20d - In my workgroup, we treat each other respectfully
 20e - In my workgroup, I am comfortable speaking up to share a different view to my colleagues
 20f - In my workgroup, we welcome diverse ideas and thoughts
 21a - My manager/supervisor treats people in our work environment respectfully
 21b - My manager/supervisor encourages discussion on ways to improve workgroup performance
 21c - My manager/supervisor clearly communicates performance expectations
 21d - My manager/supervisor demonstrates honesty and integrity
 21e - My manager/supervisor listens to what I have to say
 21f - I feel comfortable discussing my work challenges with my manager/supervisor
 21g - I can rely on my manager/supervisor to help me work through work challenges
 21h - My manager/supervisor shows appreciation for my contribution to our work objectives
 22b - My manager/supervisor and I discuss my professional development
 22c - My manager/supervisor takes the time to provide informal feedback on my performance
 22a - My manager/supervisor provides me with constructive feedback to help improve my performance
 22f - My manager/supervisor recognises and acknowledges when I do something well
 22g - My manager/supervisor proactively supports my professional development by connecting me with learning and development opportunities
 23a - Senior managers provide clear direction for the future of the organisation
 23b - Senior managers model the values/principles of my organisation
 23c - Senior managers keep employees informed about what's going on
 23d - Senior managers create an environment where employees feel heard
 23e - Senior managers demonstrate honesty and integrity
 24a - The Executive Group communicates a clear direction for the future of the organisation
 24b - The Executive Group model the values/principles of my organisation
 24c - The Executive Group keep employees informed about what's going on
 24d - The Executive Group creates an environment where employees feel heard
 24e - The Executive Group acts with a high level of integrity

How to interpret the Demands quadrant plot

Performance axis (horizontal)

- Reflects the % favourable score of the key driver
- This threshold is set to % favourable median score of the drivers Q26a-Q26e, and Q26g-Q26h

Strength of relationship with burnout axis (vertical)

- Indicates how well the key driver predicts burnout (correlation coefficient)
- This threshold is 0.55 correlation coefficient

- 25a - In my workgroup, we proactively discuss workplace safety
 25b - In my workgroup, we discuss ways to promote wellbeing
 25c - In my workgroup, we discuss ways to promote mental health
 25d - I am confident in my understanding of my health and safety obligations
 25e - My workgroup cares about the cultural safety of Aboriginal and Torres Strait Islander colleagues
 25f - My workgroup cares about the cultural safety of culturally and linguistically diverse colleagues.
 25g - I am confident discussing my wellbeing with my manager or supervisor.
 25h - I am confident discussing my mental health with my manager or supervisor.
 25i - My manager or supervisor proactively encourages people to speak up if they feel something could be a risk to their health, safety or wellbeing.
 25j - In my workplace senior management acts quickly to correct problems or issues that affect employees' health, safety and wellbeing.
 25k - I feel that my manager or supervisor takes responsibility for ensuring the cultural safety of employees from culturally and linguistically diverse backgrounds.
 25l - I feel that my manager or supervisor takes responsibility for ensuring the cultural safety of Aboriginal and Torres Strait Islander employees.
 25m - I feel that my organisation considers the wellbeing of employees to be important.
 25n - I feel that my organisation provides a culturally safe work environment for Aboriginal and Torres Strait Islander employees.
 25o - I feel that my organisation provides a culturally safe work environment for employees from culturally and linguistically diverse backgrounds.
 27a - Performance is assessed fairly
 27b - I understand the process to manage poor performance in my workgroup
 27c - Promotion decisions are based on clear criteria
 27d - The process for backfilling roles is transparent
 27e - Recruitment strategies and/or processes are fair and transparent
 27f - People are treated fairly and equitably in my workplace
 27g - All employees, regardless of gender, have equitable access to work experiences that support career progression
 27h - Age is not a barrier to success in my organisation
 27i - Being a woman is not a barrier to success in my organisation
 27j - Being a man is not a barrier to success in my organisation
 27k - Being gender diverse is not a barrier to success in my organisation
 27l - Being an Aboriginal and/or Torres Strait Islander person is not a barrier to success in my organisation
 27m - Being an Australian South Sea Islander person is not a barrier to success in my organisation
 27n - Cultural background is not a barrier to success in my organisation
 27o - Disability is not a barrier to success in my organisation
 27p - Sexual orientation is not a barrier to success in my organisation
 34i - I have the flexibility I need to manage my work and non-work interests.
 34j - In my workgroup, we discuss individual needs for flexible work arrangements, and we work together to accommodate them.
 34k - My commitment to this organisation would be questioned if I chose to use flexible work options.*
 36a - Discussions about appropriate and ethical behaviour are common in my workplace
 36b - I am confident in my understanding of what ethical behaviour means within my workplace
 36c - I am confident I would know how to report unethical behaviour if I became aware of it
 36d - I feel confident that if I reported unethical behaviour in my workplace, it would be appropriately managed

Tuesday, April 7, 2026 at 12:31:20 PM Australian Eastern Standard Time

Subject: WfQ results for CFS
Date: Tuesday, 12 November 2024 at 4:11:59 pm Australian Eastern Standard Time
From: Elva Holmes on behalf of Sarina Wise
To: DL-CFS Staff
CC: OEDCFS
Attachments: image001.png, CFS WfQ dashboard 2024.pdf



Dear staff

We have now received the Working for Queensland results for CFS, and I am very pleased to share at the outset your impressive participation in this year's survey, with almost 70% participation across CFS based on head count (60% based on total positions) compared to 43% last year.

Your participation and feedback have helped us gain valuable insights into the areas we can celebrate and key areas for improvement.

The notable highlights from this year's survey results include:

- Increases in all areas of employee engagement, and significantly, feeling a strong attachment to OIR and in OIR motivating staff to achieve its objectives;
- Decreases in bullying and occupational violence.

This has not occurred by chance, and we have your active participation and contributions to the multitude of policies and procedures, programs and initiatives in these areas to thank.

Overall, I am really proud of what we have achieved in the last 12 months. I have lived experience with how hard it can be to shift results in surveys such as these, so it is pleasing to see movement in the right direction so soon.

We do have work to do, however, in relation to perceptions of fair and equitable treatment in recruitment and selection processes including promotion and backfilling, and staff feeling free to use flexibility.

I am committed to improving these areas and will be implementing the following with immediate effect:

- All backfilling of positions for 4 weeks or longer are to go through an expedited EOI process
- ED Updates will now include all current CFS vacancies that are out for recruitment (including EOIs)
- Where reasonably practicable, all recruitment panels are to have an independent member from a different region on the panel.

I will also be standing-up staff focus groups for each region / business area which is to be led by your Director, to unpack the results with staff groups to come up with 1-2 actions your division wants to commit to in the next 12 months.

Once we have compiled all commitments, I will provide a further update to you regarding our collective response to the WfQ results.

Please take time to review the **attached** CFS WfQ 2024 highlights report.
If you have any questions, please reach out to your Director in the first instance, or myself.
Thank you again for your efforts and contribution to positively shaping and improving our workplace.

Kind regards

Sarina

Sarina Wise

Executive Director

WHS Compliance and Field Services

Workplace Health & Safety Queensland

Office of Industrial Relations

E: [REDACTED]

Tuesday, April 7, 2026 at 12:30:53 PM Australian Eastern Standard Time

Subject: CFS's 2024 WfQ Progression
Date: Tuesday, 10 December 2024 at 3:51:11 pm Australian Eastern Standard Time
From: Colleen Bright
To: Sarina Wise
Attachments: image001.png, image003.png, image004.png

Hello Sarina

I hope you are well. I just wanted to acknowledge the progress that has been made in the 2024 Working for Queensland Survey results for WHS Compliance and Field Services (CFS).

Based on the adjusted headcount, we have seen a 20% increase in participation from 47% in 2023 to 67% in 2024. Historically, we have had reduced engagement with CFS with Working for Queensland and the People at Work survey (conducted in 2022) and the anecdotal reasons were because staff see little to know action from the results.

We understand that when leaders clearly communicate the value and importance of completing the survey, we see improvements in the participation. Your Executive Director broadcasts leading up to the survey and during the 'in field' period, highlighted your commitment to understand the perspectives of your employees and your commitment to action.

We have also seen a positive improvement in the perceptions of the Executive Group which is great to see. I have highlighted the results below.

24a - *The executive group communicates a clear direction for the future of the organisation* – the results for this question has **positively increased by 12%**

24b - *The executive group model the values or principles of my organisation* - the results for this question has **positively increased by 8%**

24c - *The executive group keep employees informed about what is going on* - the results for this question has **positively increased by 10%**

24d - *The executive group creates an environment where employees feel heard* - the results for this question has **positively increased by 6%**

24e - *The executive group acts with a high level of integrity* - the results for this question has **positively increased by 3%**

The Working for Queensland Survey helps us identify what questions have a strong influence on employee engagement. For Compliance and Field Services, the key driver to engagement are the Executive Group, Senior Managers, Fairness and Equity, Ethical behaviour being addressed appropriately and wellbeing. We are seeing positive improvement in the Executive and Senior Manager area.

As I state in my presentations to staff, it is important to take a strengths based approach particularly to the Working for Queensland, celebrating what we are doing well and recognise the areas we have made great progress in. I would like to acknowledge the efforts you are taking to improve the experience of work for your directorate staff, and the results are evidence to show that you are making positive progression.

Keep doing what you are doing, as it seems to be working 😊

Kind regards



Queensland
Government

Colleen Bright (she/her/hers) ([What does this mean?](#))
 Principal Organisational Development Officer
 Organisational Culture, Business & Corporate Services
 Office of Industrial Relations

Mob: [REDACTED]

E: [REDACTED]

I work flexibly at OIR, so this email may be sent outside of standard business hours. I do not expect you to read or respond outside your regular working hours.

I acknowledge the Aboriginal and Torres Strait Islander Custodians of the lands on which we work, and pay our respects to Elders, past and present.

