From: Kate Stuchbury [redacted]
Sent: Thur 13/04/2023 6:44:48 AM (UTC)
To: Kym Bancroft [redacted] Cathy Bray [redacted]
Cc: Natasha Carstens [redacted]
Subject: RE: For endorsement: REC68931 - Ravbar, Michael - Draft response

Thanks Kym. Version in SharePoint is up to date. The line "There are many benefits in adopting a more structured and traditional approach to the consultation process and I can see why this would be a preferable way forward" has also been removed.

Hard copy provided upstairs. Will hopefully be able to send out on Monday, followed by an email from Cathy to panel members on Tuesday.

Noting Crown Law's advice yesterday regarding strategy, might need to hold off with communications to internal staff – happy to discuss.

We could look at sending an amended version?

From: Kym Bancroft [redacted]
Sent: Thursday, 13 April 2023 4:37 PM
To: Cathy Bray [redacted] Kate Stuchbury [redacted]
Cc: Natasha Carstens [redacted]
Subject: RE: For endorsement: REC68931 - Ravbar, Michael - Draft response

Thanks all – minor amendments below! I understand we are sending this early next week, and the construction inspectorate comms after these ones?

Tash/Kate – will need meeting soon with RD's to explain this change to the process….I am hoping Andrew had a chance to meet with Karin and HSR's this week re immediate controls that can be put in place….I'm hearing reports of heightened anxiety around attending CFMEU complaints on the back of the recent FB posts. Thanks

Draft Response

Dear Mr Ravbar

I refer to your letter dated 4 April 2023 regarding the proposed triaging process for requests for regulator assistance from construction unions.

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

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

I appreciate the shift away from having a single point of contact for enquiries continues to present a

perceived conflict of objectives, but I can assure you we are working towards the same goal – robust systems and processes that ensure how we manage and respond to work health and safety matters, eliminate, or reduce risks to workers.

There are many benefits in adopting a more structured and traditional approach to the consultation process and I can see why this would be a preferable way forward. Noting the triaging process falls within the responsibilities of the Executive Director, Compliance and Field Services, I proffer that implementation of a new process be put on hold until such time as a permanent appointment to this position is made. Under this approach we will not look to make any changes to the temporary process introduced in January until extensive stakeholder consultation has been undertaken by the incoming Executive Director. The temporary process will continue to be overseen by the Senior Officer (Regional Director) of the respective region, with any concerns regarding your experience of this process sent through to me via email.

We are commencing the recruitment process to permanently appoint an Executive Director, Compliance and Field Services, as soon as possible. As agreed during our meeting on 28 March 2023, the panel will comprise of a representative from the building industry, a representative from the construction unions, and a public servant from outside the Office of Industrial Relations. My office will be sending communications to panel members before the end of this week outlining the next steps. I will continue to be the panel chair, noting the Director-General is the delegate responsible for overseeing the process, including endorsement of the panel's final recommendation.

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

Queensland Government **Kate Stuchbury**
Executive Director
Office of Industrial Relations

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