

A . I N T R O D U C T I O N

1. This is the private report to the Administrator referred to in the public report.
2. In the public report, I referred to many instances where it was appropriate to conceal the name of my informant because they could be subjected to retribution. Similarly, some of the informants were embarrassed, humiliated, or even psychologically damaged in the episodes they recounted to me.
3. Because of this, and to justify the facts upon which I have reported and the conclusions at which I have arrived, it is appropriate that I privately communicate to the Administrator the identity of the informants so that the administrator could make his own judgment as to whether my report is sound.
4. There is other information which I could have used in the public report but omitted because otherwise the public report would have become disorganised and far too long.
5. There is also the question of the identity of those employees and delegates who I recommend should be the subject of disciplinary action – for the reasons explained in the public report, I felt it appropriate to submit their names privately.
6. The format of this private report will be to follow the numerical order of the public report, filling in the detail by reference to paragraph numbers in the public report.
7. With respect to [17], a list of the witnesses interviewed is attached. That list also includes the names of potential witnesses who I approached but who declined to be involved. I think I should record that I was very disappointed of the lack of cooperation from CPB and BMD. The lack of response of others was understandable because there are genuine fears of repercussions, especially if Ravbar's High Court challenge succeeds.
8. With respect to [23]-[25], there was a good deal of wrangling between myself and a lawyer representing Ravbar and Ingham about whether they would or would not participate in an interview. In my view, the lawyer's correspondence was designed to set up some sort of complaint about a denial of procedural fairness. Their lawyer also raised the spectre of defamation suits by Ravbar and Ingham.
9. With respect to [26]-[33], the correspondence surrounding these matters has all been provided to the Administration.
10. With respect to the whole of [23]-[33], in my opinion, all those adversely mentioned in the report were provided with procedural fairness.

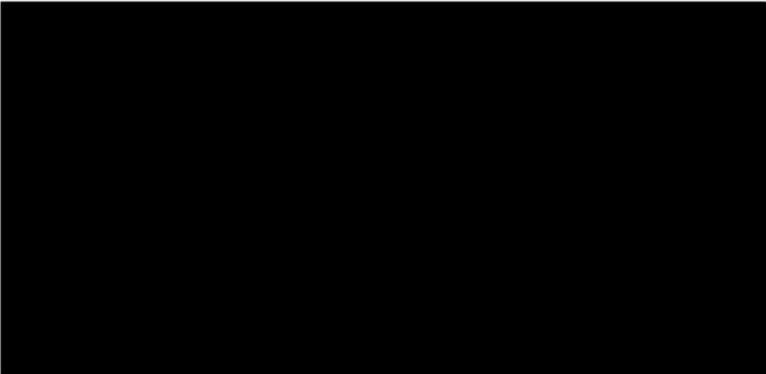
B. BACKGROUND: THE CFMEU IN QUEENSLAND

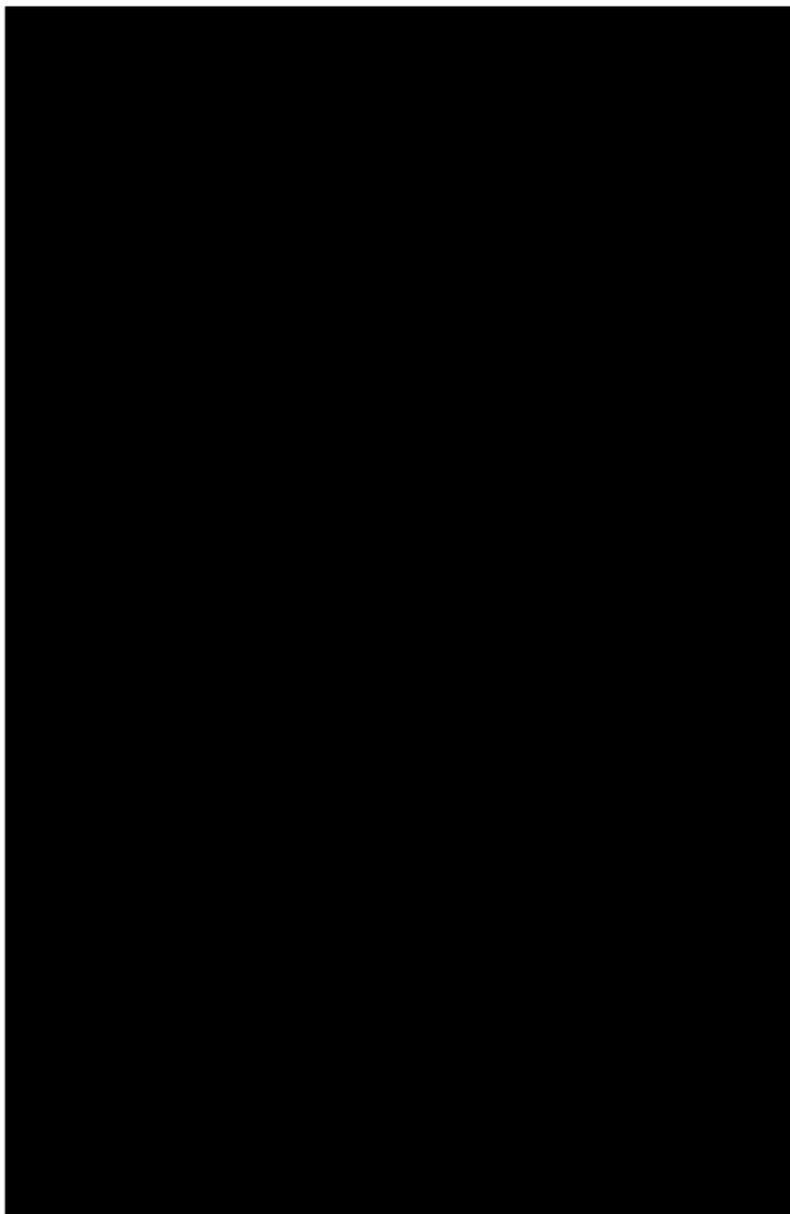
11. With respect to [37]-[46], I received some excellent help from Jared Abbott and Travis O'Brien. The structure is, as you know, not simple.

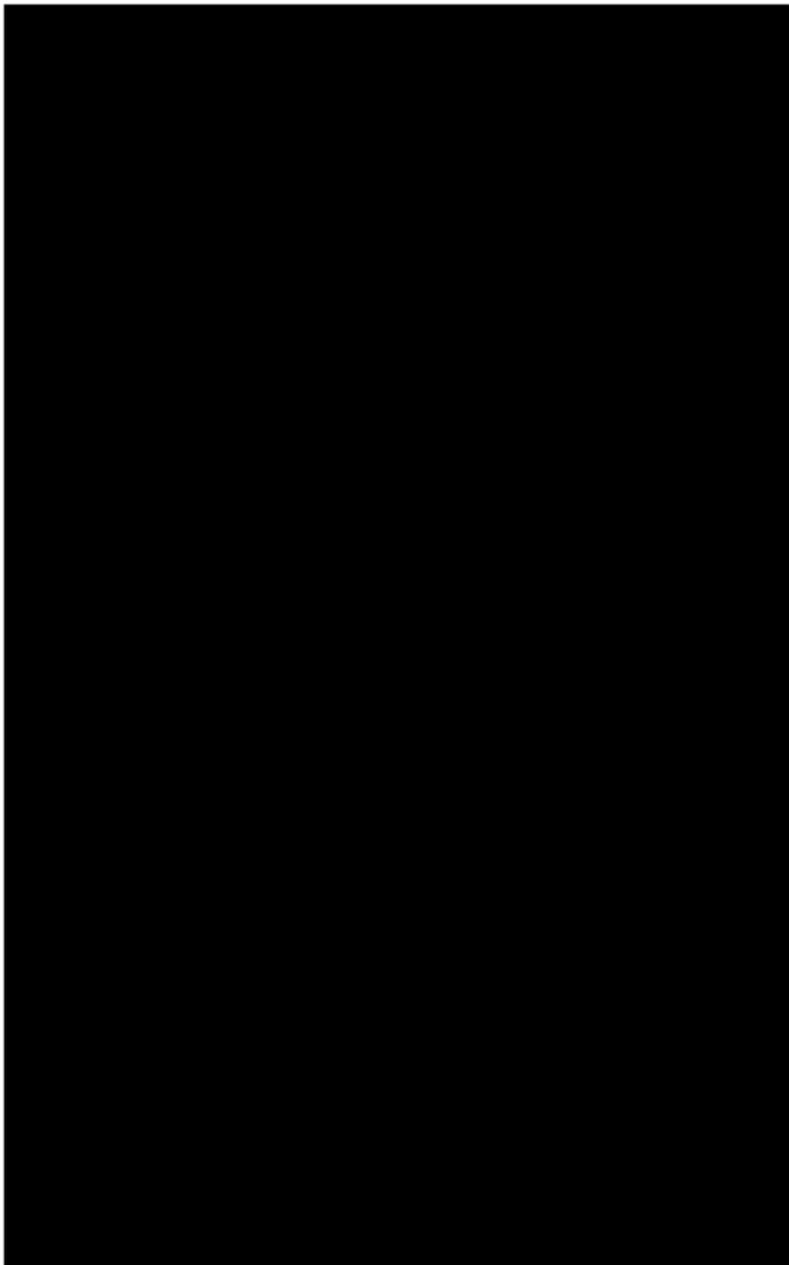
C. THE CYCLE OF LAWLESSNESS

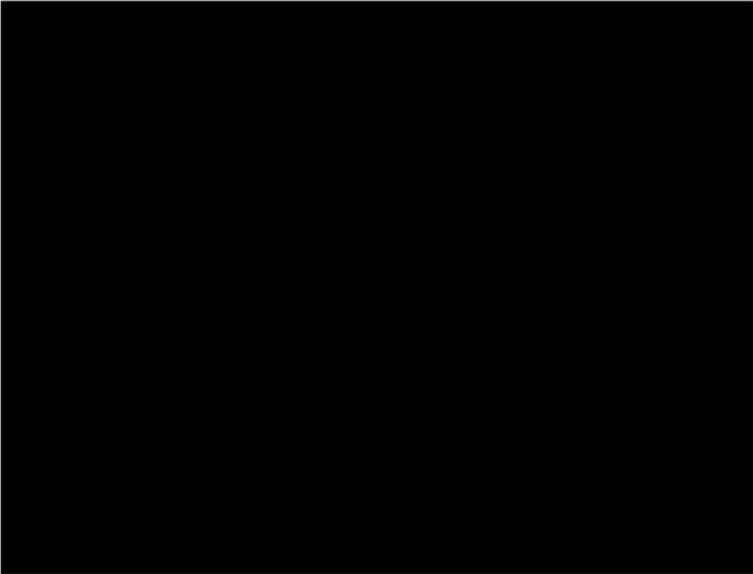
12. With respect to [54]-[59], I was told that some preliminary investigation had been undertaken by the Administration as to whether personal payment orders were being side-stepped. This turned up advices from lawyers to the effect that the wording of the Court orders meant that CFMEUQ could make the payments. I regard that advice as surprising. I have also been told that a few payments by CFMEUQ could be traced back to that advice.

D. INSTANCES OF VIOLENCE

13. With respect to [60]-[66], I made the decision to limit the report to cover only five areas of violence. The investigation was not so limited; it went more widely. The purpose of limiting the report to the five areas was to produce a coherent, readable report. It otherwise would have been almost impossible to present a digestible account of the violence in Queensland.
 14. This has meant that several important areas in which violence was occurring has been excluded. For example, albeit to a lesser degree, the CFMEU was carrying out a campaign against each of the TWU and the Together Union just like the one they were carrying out against the AWU. I did not think it necessary to report on this. Also, I did not include much about the reason for the endless Right of Entry disputes because the issue is sufficiently reflected in the many industrial prosecutions.
 15. If necessary, I could provide privately further information of that kind, but I suspect it is unnecessary.
- 







G . R E C O M M E N D A T I O N S

50. With respect to recommendation 3:
- (a) The current coordinators and organisers whose employment should be immediately terminated are Dean Rielly, Dean Mattas, Dylan Howard, Kurt Pauls, Brodie Wood, and Hayden Turner-Davey. In each of these instances, I have come to this view very strongly. In fact, the retention of Rielly, Mattas, Howard, Wood, and Turner-Davey, may present a work health and safety risk.
 - (b) Consideration should be given to the termination of the employment of Roland Cummins, but his breaches are of a lower degree than the earlier group.
 - (c) These men should be immediately removed as delegates - Desmond Savage, Richie Atutolu, Steven Amies, and Rouel Harding. Savage and Atutolu are dangerous.
 - (d) Consideration should be given to the removal of James Fissenden as a delegate, but his breaches are of a lower degree than those mentioned above.
 - (e) The membership of the CFMEU held by Michael Ravbar, Jade Ingham, Dean Rielly, Dean Mattas, Dylan Howard, Kurt Pauls, Brodie Wood, Hayden Turner-Davey, Desmond Savage, Richie Atutolu, Steve Amies and Rouel Harding should be terminated. I understand that terminating a membership can be

technical and difficult. If that is so, their membership should not be renewed (this observation applies to paras (f), (g) and (h) as well).

- (f) Consideration should be given to the termination of the CFMEU membership of Roland Cummins and James Fissenden.
- (g) If they remain members of the CFMEU, the membership of the CFMEU of Andrew Blakely, Blake Hynes, Matthew Clark, Beau Seiffert, Luke Gibson, Scott Vink and Te Aranui Albert should be immediately terminated.
- (h) If they remain members of the CFMEU, consideration should be given to the termination of the membership of the CFMEU of Royce Kupsch and Michael Davis.

Geoffrey Watson

17 June 2025

APPENDIX A

1. In the public report, reference was made to interviews conducted with nine officials. The interviews were unsatisfactory. That said, some degree of reticence was to be expected; some of the issues at stake were serious, and there was always the overhanging awareness that the High Court challenge might succeed and the old regime would return to power. Even allowing for that, there are particular reasons to regard each of the interviews as being deliberately unhelpful.
2. Each of the officials was asked about their experience in relation to "violence" and before being asked to respond, it was explained to each that "violence" was used in the broad sense as described in paragraph [2] of this report. It was specifically clarified that it was not limited to physical violence.
3. This is a summary of those interviews.

Dylan Howard

4. Dylan Howard is the CFMEU co-ordinator of civil work. That role would place him in regular contact with representatives of the AWU.
5. Howard denied any knowledge of any violence of any description in the Queensland CFMEU. He even refused to accept that it might occur.
6. Howard denied any knowledge of any hostility between the CFMEU and the AWU. A statement like that cannot be accepted; given Howard's role he could not help but know of the anxious tension between the two unions.
7. Apart from that, Howard's curt and dismissive denials were not credible – if his evidence was true he knew nothing about his work. Howard appeared determined not to co-operate with the investigation.

Kurt Pauls

8. Kurt Pauls has been the Health and Safety co-ordinator of the CFMEU for the last three or four years.
9. Pauls denied there were any problems with violence in the CFMEU.
10. Pauls' answers during the interview were not credible. When confronted with a specific incident in which he was personally involved, Pauls commenced by downplaying the incident and then resorted to claiming a lack of memory of the occasion.
11. When Pauls was asked questions as to whether he had paid the fines imposed upon him he answered "Yes", but when asked if someone had reimbursed him for that he declined to answer on the grounds he may incriminate himself.

Dean Rielly

12. Dean Rielly is an organiser, currently attending to building sites on the northern Gold Coast. He was previously attached to civil work.
13. Rielly said he *“has never seen any violence by the CFMEU”*, although he claimed he had often been a victim of violence himself. That is not credible given the instances set out in the body of the report where Rielly was directly involved in violence.
14. Throughout our interview Rielly repeatedly claimed a defective memory.
15. When asked whether he had paid the fines imposed upon him, Rielly declined to answer on the grounds he may incriminate himself.

Dean Mattas

16. Dean Mattas is an organiser, nominally looking after cranes and tower cranes, but – according to him – he is not subject to any supervisory direction.
17. When Mattas was asked if he had seen any violence from the CFMEU he emphatically stated *“No”* and went on to confirm it with *“Never”*. This was hard to reconcile with the clear, objective evidence that Mattas was centrally involved in the Brisbane Metro incidents.
18. Upon being confronted with specific questions about an incident Mattas immediately pleaded a defective memory which he put down to *“footy”* injuries *“as a kid”*. He also thought his memory defect was an hereditary condition passed to him from his grandmother (she has dementia, he said) and from his father, who also has memory problems. This memory defect shielded Mattas from answering any substantive questions.
19. There were two matters where Mattas did have some recollection.
20. When asked about his involvement in the *“sticker campaign”* Mattas declined to answer upon the grounds he might incriminate himself.
21. When Mattas was asked about whether he had paid his own fines, he declined to answer on the grounds he may incriminate himself.

Brodie Wood

22. Brodie Wood has been an organiser on north-west Brisbane construction sites for nine months. Before that he was a delegate for about two years. It is disconcerting, given his conduct, that Wood was the 2024 *“Martin Medallist”* – an award given by the CFMEU for outstanding work in fostering mental health in the *“work community”*.
23. When asked the general question about whether he had ever seen violence from the CFMEU he said *“No”* and doubled down and added *“Never”*. This is impossible to reconcile with objective evidence of Wood’s involvement in violent episodes.

24. When asked about the two Brisbane Metro incidents, Wood said he recalled being there in both the morning and the afternoon. He said he could recall a “*disagreement*” with the AWU – but could not recall why he was there (*“I might have been walking past”*), or who else was there, or what the “*disagreement*” was about, or how many other CFMEU members were there. To virtually every question he curtly responded “*I don’t recall*”.
25. The interview was terminated when it became plain that Wood had no intention of co-operating with the investigation.

Matthew Vonhoff

26. Matthew Vonhoff is the CFMEU construction co-ordinator for south-east Queensland.
27. The interview commenced disappointingly and implausibly by Vonhoff stating that he “*had never seen any violence from the CFMEU*” and then adding that “*I’ve never heard of any violence from the CFMEU*”.
28. In general, Vonhoff was uncooperative, but did not make the same absurd claims regarding memory failure. He did agree he was present at certain events, but claimed to be unable to supply any valuable details.
29. Vonhoff acknowledged tensions between the CFMEU and the AWU, but blamed it on contested “*bargaining*” between the two unions over the Cross River Rail project.

Hayden Turner

30. Hayden Turner (who is also known as Hayden Turner-Davey) is a construction organiser in Logan, Bayside and Ipswich.
31. Turner was obviously uncooperative and responded with an insolent, surly indifference. It quickly became clear that the interview was a waste of time.
32. During his brief stay, Turner responded to a question as to whether he had seen any abusive or aggressive conduct from the CFMEU with “*No mate, 100% mate.*”
33. When asked if he had heard of the suggestion that the CFMEU had engaged in abusive or aggressive conduct he emphatically responded “*Definitely not*”.

Roland Cummins

34. Roland Cummins is an organiser based in Cairns and the sole organiser for a vast part of northern Australia. He was interviewed over a video link.
35. Cummins said he had not seen violence from the CFMEU, emphatically adding “*Never*” – an extraordinary assertion given he admitted screaming “*You fucking dog, you fucking dog, you fucking dog*” into the face of a WHS Inspector.

36. When confronted with that apparent inconsistency, Cummins claimed he was apologetic, but he eventually appeared to blame the inspector for his outburst– *“there were some scenarios around that”*.
37. Cummins was asked about abusive material posted onto the Cairns CFMEU Facebook page – but he said that he knew nothing about it. He said he assumed any posts were made by the CFMEU media team in Brisbane.

Dennis Mitchell

38. Dennis Mitchell is the CFMEU co-ordinator of off-site manufacturing.
39. Mitchell claimed never to have seen any violence on the part of the CFMEU, although he did claim there had been violence instigated by *“contractors”* and *“bosses”*, who he was unable to name.
40. When Mitchell was asked about specific incidents he responded to me – *“You’re making stuff up”*. His answers were unhelpful.

APPENDIX B