

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

Statement of Karim De Ridder

I, Karim ~~de~~ ^{De} Ridder, Acting Team Leader, of Level 6, William McCormack Place, 5B Sheridan Street, Cairns, 4870 in the State of Queensland, make oath and say as follows:

A Background

1. I am currently an Acting Team Leader in the Asbestos and Demolition Compliance Unit, Compliance and Field Services at Workplace Health and Safety Queensland (**WHSQ**). I commenced in this role in about September 2025. My permanent position is Principal Inspector, Asbestos Compliance.
2. I have a bachelor's degree in Sports and Exercise Science from JCU, having graduated in 2006. My highest level of education is a Post-Graduate Certificate in Occupational Hygiene from ECU obtained in 2024.
3. I commenced employment with WHSQ in 2008 and have held the following roles:
 - a. May 2008 – October 2008: Graduate Inspector, specialising in Ergonomics.
 - b. October 2008 – November 2010: WHS Inspector (General), trained in Ergonomics, Industrial and Construction.
 - c. November 2010 – May 2017: Senior WHS Inspector in Construction.
 - d. May 2017 – May 2019: Acting Principal Inspector in the Asbestos and Demolition Compliance Unit. During this time, my substantive position remained as a Senior Inspector in Construction, and I continued to attend construction jobs from time to time, as directed by my managers.
 - e. May 2019 – November 2021: Senior WHS Inspector in Construction.
 - f. November 2021 – now: Principal Inspector, Asbestos Compliance, currently acting as the Team Leader.
4. Between 2008 and 2014, I was based in Townsville. In September 2014, I relocated to Cairns for personal reasons and continued working as a Senior WHS Inspector in Construction until 2017, when I transitioned into the Asbestos and Demolition Compliance Unit.
5. I had also worked as a nightclub bouncer, starting at university in approximately 2005 and continuing to do this work from time to time until 2015, just after I moved to Cairns.

My work as a bouncer gave me experience in dealing with intoxicated and abusive patrons.

6. I am a physically large man, being approximately 193cm tall and weighing approximately 115kg. Due in part to my physical size and my experience as a bouncer, I am not easily intimidated. Despite this, the constant bullying and abuse from CFMEU officials that I have experienced on construction sites, as described below, have taken a toll on my mental health. Avoiding having to deal with the CFMEU was my principal motivation for moving from construction to asbestos compliance.
7. My father was a staunch union advocate and a member of the ETU. He was involved in the South East Queensland Electrical Board dispute in the 80s. I was raised in a strongly pro-union household and have always been very supportive of the union movement and the role of unions in protecting the rights of workers. I have been a member of the Together Union since ~~I started working at WHSQ~~ ^{approximately 2013}. This background has made me all the more appalled at the behaviour of the CFMEU.

B My general experience of dealing with the CFMEU

8. Throughout my tenure as a construction inspector and asbestos inspector attending construction jobs, I have experienced and witnessed repeated abuse, bullying and intimidation by CFMEU officials directed at me and my fellow inspectors and representatives of the Person Conducting a Business or Undertaking (**PCBU**). This includes rude, aggressive and disrespectful behaviour, such as shouting at inspectors, getting into inspector's faces and making derogatory comments about inspectors, their competence and their commitment to protecting the safety of workers. The CFMEU officials showed no regard for the health and well-being of inspectors.
9. I describe some examples of this behaviour below.
10. As an inspector, my role is to apply the workplace health and safety legislation impartially. I can only lawfully issue a statutory notice (such as an improvement notice or a prohibition notice) if I am satisfied that the legislative criteria are met. If the criteria are not met, I cannot issue a notice. As a general rule, in my experience, CFMEU's abuse of inspectors was directed at getting inspectors to issue statutory notices that the union wanted. If I or my fellow inspectors did not do what the CFMEU wanted us to do, we would be subjected to abuse and complaints to WHSQ management. This created a high-pressure environment and undermined the statutory role of inspectors.




11. It is notable that this CFMEU activity was, in my experience, limited to targeting large commercial construction projects. In my experience, smaller residential projects often present more serious and imminent safety issues due, in part, to more limited resources of contractors working on smaller projects. Larger builders typically have safety teams and a budget for safety systems. Smaller builders often do not. In my view, if the CFMEU were truly motivated by worker safety, they should have had a significant focus on smaller residential projects. But in fact, I have never seen the CFMEU on such projects, even though I would expect many smaller projects would have some CFMEU members.
12. The abuse of inspectors was even worse when South East Queensland-based CFMEU organisers came to Cairns. We referred to those CFMEU visits from South East Queensland as the *"Hit Squad"*. They arrived in Cairns and joined with local CFMEU organiser, Roland *"Roly"* Cummins whom I dealt with regularly, caused a ruckus on construction sites, and then left. This happened at least three or four times during the period when I was doing construction inspections.
13. The bullying and intimidation of inspectors by the CFMEU was an issue that was well known at WHSQ. I had often discussed this with fellow inspectors and raised it with management, including senior management. While I found my local management (Operations Manager Shannon Farrington and Regional Director Paul Smith) to be supportive, there was minimal support from senior management in Brisbane.
14. I have attended a number of meetings with senior management in Brisbane where inspectors regularly raised complaints about CFMEU behaviour. I recall a particular meeting in Brisbane attended by construction inspectors and Julie Nielsen (who was then an Executive Director) where, in response to complaints from inspectors about CFMEU bullying and intimidation, Ms Nielsen said words to the effect that she and the then Deputy Director-General Simon Blackwood also copped such abuse from the CFMEU. I took this to mean that WHSQ was not prepared to do anything about this behaviour and simply accepted it, given that this behaviour was apparently tolerated even when directed at the most senior management, such as the Deputy Director-General.

C March 2017 incident at Keir Constructions site in Cairns

15. On 21 March 2017, I attended a Keir Constructions (**Keir**) site in Cairns with fellow inspector Frank Honsa. This site was referred to by Keir as the Earlville Redevelopment Site, located at 532 Mulgrave Road, Earlville in Cairns. I was directed to attend this site by my Operations Manager, Ms Farrington, in response to safety

complaints by the CFMEU. Peter Twigg, then Acting Director of Construction Strategy and Compliance, was involved in dealing with this notification because he called Inspector Honsa about it while we were in the car together on the way to the site and subsequently made several calls to me, as I describe below.

Attached to this statement and marked **KDR-1** is an extract of entries in the WHSQ's case management system, CISr, for this notification.

Attached to this statement and marked **KDR-2** is a copy of my inspector notebook entries for this notification.

Attached to this statement and marked **KDR-3** is a copy of an Improvement Notice I issued in relation to this notification.

16. When we arrived at the site, we proceeded to the site office where we met CFMEU representatives — local organiser Mr Cummins, another official, Barry Higgins, and also another CFMEU representative who we later found out was CFMEU State Secretary, Michael Ravbar (although I did not know it was Mr Ravbar at the time). Also in attendance were Aaron Gibbs and Cam Balderstone from Keir.
17. The CFMEU representatives were arguing about their safety concerns with the Keir management, and we joined the discussion. In summary, the CFMEU complaints were:
 - a. The site did not have a dedicated First Aid room or facilities to render first aid. The CFMEU officials were complaining that the site needed to have a dedicated First Aid room.
 - b. The site had a raised slab on the Mulgrave Road-facing side of the project, where the control measure used by the PCBU to prevent falls from the edge was a set of bollards rather than fixed handrails. The CFMEU officials were complaining that fixed handrails were required.
 - c. The PCBU had not conducted mock evacuation drills to test the emergency procedures. The CFMEU officials were complaining that this was a breach.
 - d. The PCBU had, in the past, used a scissor lift to access a rooftop. The CFMEU officials were complaining that this was a breach.
18. The CFMEU officials were demanding that Inspector Honsa and I address these concerns.



19. Inspector Honsa and I considered these complaints and came to the following conclusions:

- a. As to the First Aid room issue, while the site did not have a dedicated First Aid room, the PCBU had allocated the lunch room and the site office as the spaces to be used for the provision of First Aid. The PCBU had First Aid kits and relevant facilities (such as running water). We determined that a dedicated First Aid room was not required for a site of this size under the First Aid Code of Practice. Under the First Aid Code of Practice 2014, a First Aid room is recommended for “*high risk*” workplaces of 100 workers or more. Here, the site had a maximum of 30 people working at any one time. (Although, as I describe below, on a subsequent visit, I did recommend that the PCBU obtain a fold-up First Aid bed).

Attached to this witness statement and marked **KDR-4** is a copy of the First Aid Code of Practice 2014 in effect from May 2014 to February 2021.

- b. As to the raised slab, the PCBU told us (and I subsequently confirmed by measurement) that the raised slab was just under 2 metres. At that height, control measures are not required unless there is a specific risk (such as sharp objects onto which a worker could fall in the vicinity of a live edge). No such specific risks existed here. In any event, a delineation line or a soft barricade (such as the bollards used by the PCBU on the slab here) is a commonly used control measure for flat surfaces with enough work area to delineate the work area away from the live edge to reduce the risk of falls — even for work surfaces elevated by over 2 metres. The use of a delineation line or a soft barricade was widespread in formwork construction and has become widely accepted across the broader construction industry as a suitable control measure for elevated surfaces. Fixed handrails as requested by the CFMEU are an example of a preferred higher order control measure that was not required here. Hence, we did not consider that there was any problem with the raised slab. Subsequently, WHSQ produced an internal advice documenting WHSQ’s position on the use of “*soft*” barriers to control the risk of falls.

Attached to this witness statement and marked **KDR-5** is a copy of the Inspectorate Policy and Support Advice dated 24 June 2019.

- c. As for evacuation procedures, the PCBU informed us (and the CFMEU officials did not dispute this) that the evacuation method, though not tested through a mock drill, was in fact successfully used in two real-life medical evacuations. My initial reaction was that this was sufficient and, if anything, superior to a mock



drill. However, I intended to review the relevant sections of the *Work Health and Safety Regulation 2011 (Regulations)* when I returned to the office.

- d. As for the use of a scissor lift to access a rooftop, there being no risk of falls and no works of this nature occurring, I did not consider this practice to present a safety risk.
20. During the discussions when we communicated the above to the union officials, Mr Higgins said words to the effect that *"this is crap, this is rubbish, they are not listening to us"*. Mr Higgins was agitated and angry at what we were saying during the conversation. At one point, he stormed out of the office. In relation to the scissor lift issue, Mr Cummins said that Helen Burgess (I recall her being a Principal Advisor from the Construction Strategy Unit at that time) had told the CFMEU that the use of scissor lifts to access rooftops was not permitted. I disagreed with that view and was not aware of any prohibition in its use for accessing rooftops.
 21. Towards the end of the discussions at the site office, I stepped outside to take a call from Mr Twigg, who had called to direct us to attend another site in the North of Cairns (ADCO JCU site). While on the phone, I observed Inspector Honsa being spoken to by the CFMEU officials, including Mr Ravbar, and that it was a heated conversation. During this conversation I overheard Mr Ravbar shout that we (the inspectors) are *"fucking dogs"*. After finishing my call with Mr Twigg, I noted that Mr Ravbar, Mr Cummins and Mr Higgins were already walking out of the site gate. I asked Inspector Honsa about what had occurred. He stated that Mr Ravbar had said words to the effect that:
 - a. the safety standards in Cairns were disgraceful and we were the reason;
 - b. we were incompetent and *"dogs"*; and
 - c. he would escalate matters to Dr Blackwood, who was then the Deputy Director-General of the Office of Industrial Relations.
 22. Inspector Honsa said that he had asked the CFMEU to join him for a site inspection to look at the issues but Mr Ravbar just swore at him and the union officials had all walked away.
 23. After the union officials had left, Inspector Honsa, Mr Gibbs and I undertook a site inspection without the CFMEU to view the issues that had been raised.
 24. During this site inspection, we identified another issue: an internal mezzanine floor inside the structure where the PCBU also attempted to use the delineation line system as the control measure to prevent falls. However, this control measure was not



documented in the Safe Work Methods Statements (**SWMS**). Further, while the floor was inaccessible (and had no workers) at the time due to a concrete pour, it appeared from slab level that the delineation line was too close to the live edge of the mezzanine floor (the delineation line must be at least 1.8 metres from the live edge). We confirmed that no works were occurring on the day and that previous works had occurred against the rear wall, away from the delineation line. The PCBU agreed to immediately amend the SWMS and when I later attended the site again that afternoon (as I describe below), the SWMS had already been updated. Further, ~~by then~~ the PCBU had also confirmed that they held a toolbox talk with the staff about implementing the updated SWMS for the mezzanine floor, including the requirement for the delineation line to be at least 1.8 metres from the live edge. Hence, I did not end up issuing any notices about this issue.

25. After the site inspection, we left the Keir site and drove straight to the ADCO JCU site, as directed by Mr Twigg. I recall I was frustrated at the time that we had been asked to attend the Keir site, only to be then directed to another site by Mr Twigg while halfway through our attendance at the Keir site. This didn't allow for appropriate time to undertake an in-depth inspection of the Keir site to address any issues that may arise.
26. When we arrived at the ADCO JCU site, we met the Safety Advisor and the Safety Manager for this site. However, shortly thereafter, I received another call from Mr Twigg where he said words to the effect that he had a discussion with the CFMEU and the union didn't like our response to their concerns at the Keir site and that we should return to the site to address them. Among other things, Mr Twigg said that the CFMEU did not like my facial expressions, in that I smiled too much (smiling is my way of trying to diffuse difficult situations). I apologised to the ADCO Safety Advisor for needing to leave after having just arrived and being unable to address the issues on this site. Inspector Honsa and I left the ADCO site to return to the Cairns office. On the way, I called my Operations Manager, Ms Farrington, and told her of the request. I also called Principal Inspector Rob Duckworth, who confirmed he would attend the ADCO site to deal with the issues raised on that site.
27. After leaving the ADCO site, I received another call from Mr Twigg, who was questioning why I would not issue an Improvement Notice for the First Aid room issue and directed me to do so. Mr Twigg stated that the facilities to provide First Aid were inadequate and therefore this notice was required. I explained to him during the call that the First Aid room was not required as per the First Aid Code of Practice. Mr

Twigg then pressured me to issue a notice concerning the lack of mock drills testing the emergency procedures.

28. After returning to the office, I reviewed the specific parts of the Regulations applicable to First Aid (reg 42) and emergency plans (reg 43). I determined that not having a dedicated First Aid room did not constitute a failure to provide *“access to facilities for the administration of first aid”* required by reg 42(1)(c).
29. I observed that reg 43(1)(b) referred to *“testing of the emergency procedures, including frequency of testing”*. I took the view that this provision was open to two interpretations, and one interpretation was that a mock test is required even if the evacuation procedures had been *“tested”* through a real-life evacuation. On that basis, I agreed to issue an Improvement Notice. But for pressure from Mr Twigg, I would not have issued this notice. I issued the notice because I was concerned that if I did not, I would be subject to disciplinary action by management.
30. I returned to the Keir site at around lunchtime with Inspector Honsa. I met again with the Site manager, Mr Gibbs, and re-inspected the issues that had been raised. I advised Mr Gibbs that a fold-up first-aid bed would be beneficial for treatment if needed. Prior to leaving the site, I confirmed that an Improvement Notice will be issued regarding testing of emergency procedures, and told Mr Gibbs that although I didn't agree with the notice, in the circumstances, I will issue the notice as directed by Mr Twigg.
31. I had another phone call with Mr Twigg to debrief after the second site visit. I told him that I would be issuing an Improvement Notice in relation to the testing of the emergency procedures, however, I would not be issuing one for the First Aid room as I did not believe there was a contravention of reg 42(1)(c). The conversation got heated as Mr Twigg was pushing me to issue a notice for the First Aid room issue. Eventually, I said to him words to the effect of: *“if you believe there to be a contravention then you [Mr Twigg] issue the notice”*. The conversation ended soon thereafter.
32. I received an email from Mr Twigg that afternoon following the last site visit, and a phone call requesting an update on the notices issued on site so he could address any questions asked. I provided a response to Mr Twigg outlining my actions on the site and my reasoning.

Attached to this witness statement and marked **KDR-6** is a copy of the email from Mr Twigg dated 21 March 2017 and my response of the same date.



33. I issued the Improvement Notice via email to Mr Gibbs regarding the emergency procedure issue in the late afternoon.
34. The next day I received a phone call from my Executive Director, Julie Nielsen, who requested information about the interaction with the CFMEU so that she could brief Dr Blackwood and the Minister. I provided a debrief memo for Ms Nielsen in relation to this incident and provided all other materials I had at the time regarding the incident. Attached to this witness statement and marked **KDR-7** is a copy of my email to Ms Nielsen dated 22 March 2017.
35. A couple of days after the Keir Earville event, I was also asked by Mr Twigg via a phone call to make some enquiries into the provision of fire extinguishers on Elevated Work Platforms (EWPs) — here being scissor lifts — on another Keir site located at around 235 Mulgrave Road. I recall there was some pressure from Mr Twigg, although not as explicitly directed as the previous site, to issue notices for the failure to equip the scissor lifts with fire extinguishers. I undertook enquires with the scissor lift hire facility (Global Hire) and attended the site to view manufacturer manuals. I did not find any explicit requirement for the scissor lifts, which were diesel-powered, to be equipped with fire extinguishers. I provided some advice to Keir to have extinguishers accessible at that stage, but no notices were issued to direct this compliance.
36. I provided a number of emails in relation to this to Mr Twigg, however I did not receive any correspondence back in relation to this information. Attached to this witness statement and marked **KDR-8** is a copy of my emails to Mr Twigg dated 24 and 27 March 2017.
37. Following this incident, in early May 2017, I was made aware of a letter that Andrew Sutherland (then Assistant Secretary of the CFMEU Queensland and Northern Territory Branch) had sent to Mr Twigg complaining about my conduct and the conduct of Inspector Honsa. Attached to this witness statement and marked **KDR-9** is a copy of the undated letter from Mr Sutherland to Mr Twigg.
38. Dr Blackwood responded to this letter, expressing his concern about the wide dissemination of Mr Sutherland's letter and the derogatory language that this letter directed at myself and Inspector Honsa, and requesting specifics of Mr Sutherland's allegations. Attached to this witness statement and marked **KDR-10** is a copy of the letter from Dr Blackwood to Mr Sutherland dated 18 April 2017.



39. At the time, although grateful that Dr Blackwood provided some level of support to Inspector Honsa and me, I felt that Mr Sutherland's letter had defamed my professional character and Dr Blackwood's response failed to sufficiently defend the inspector work we had undertaken for WHSQ. I was sufficiently concerned about this complaint that I obtained my own legal advice and provided it to the WHSQ.

Attached to this witness statement and marked **KDR-11** is a copy of the legal advice I obtained in relation to the incident at the Keir site.

40. I am not aware of any further complaints about me in relation to this incident. No disciplinary action was taken against me in relation to it.

D Incident at the Bulmba-Ja Arts Centre Site

41. In 2019, the CFMEU had a weeklong campaign against the builder Hansen Yuncken at the Bulmba-Ja Arts Centre site located at 96 Abbott Street, Cairns. I attended the site on 4 June 2019 with Ms Farrington and an inspector from WHSQ's Electrical Safety Office, Paul Hutchinson, in response to a request for assistance from the CFMEU ^{and ETU}. We spent several hours on the site and identified a number of significant safety issues, for which we issued notices the following morning (I did not have enough time to issue the notices on the day).
42. The following day, on 5 June 2019, Ms Farrington asked us to attend the site again due to issues raised by Mr Hill ^{from the ETU} and Mr Cummins from the CFMEU. On this day, I attended with Inspector Wayne Connors and during the site visit also requested the attendance of Inspector Hutchinson due to specific electrical hazards raised by Mr Hill. We left the site again in the afternoon to attend the WHSQ office to finalise observations, review legislation and make calls as needed regarding the site. Again, there was a number of issues identified on this day, and again I was unable to get the notices out on the same day due to the significant associated workload.
43. The next morning, on the 6 June 2019 at around 8:30am, I issued the previous day's five Improvement notices directly to Steven Hay from Hansen Yuncken via email. Following this I organised with Inspector Connors to re-attend the site to confirm compliance with the initial notices issued on 5 June 2019.
44. During this site visit with Inspector Connors, at around 10am, I observed Mr Cummins walking around the site with a copy of the notices I had issued less than two hours earlier that morning. At that time, the PCBU had not yet displayed the notices on the site. Further, given that I had observed that the relationship between the PCBU and both union representatives was quite hostile, I considered it unlikely that the PCBU




would have provided the notices to the CFMEU when there was no legal requirement to do so. In those circumstances, I believe the only way in which Mr Cummins could have gotten hold of these notices so quickly is if someone in WHSQ gave them to him. I did not document this observation in my notebook at the time, although I recall making a comment to Mr Connors and Ms Farrington at some stage.

45. On 10 June 2019, Ms Farrington forwarded me an email from Acting Regional Director Andrew Stathooles passing on a direction from Ms Burgess and Mr Dennett to explain why we did not issue prohibition and infringement notices. By then, Ms Burgess was the Director of Construction Compliance and Field Services.

Attached to this witness statement and marked **KDR-12** is a copy of the email chain from Ms Farrington dated 10 June 2019.

46. Most of the issues identified on these site visits were addressed by way of Improvement Notices, one Prohibition Notice that I issued for an unsupported block wall and one Infringement Notice issued for failure to comply with an Improvement Notice.

Attached to this witness statement and marked **KDR-13** is a copy of the notices.

E Re-assignments to deal with CFMEU complaints

47. In the week following on from the Hansen Yunken events, on 14 June 2019, I was requested to attend a union request for assistance at a Vis Construction site, also located on Abbott Street.

48. On the 14 June 2019, I received emails from Ms Farrington, stating that she had been contacted by Ms Burgess and directed to send Electrical Safety Office (**ESO**) inspectors to the Bulmba-Ja site at 96 Abbott Street where the CFMEU was requesting the assistance of an inspector. I was not initially sent out and recall that ESO were sent to this location to address the specific electrical issues. I then received another email from Ms Farrington later that morning requesting myself and Inspector Connors to attend the Vis Construction site located at 32-36 Abbott Street, confirming there was a mistake in location as provided by Ms Burgess earlier.

Attached to this witness statement and marked **KDR-14** is a copy of the emails from Ms Farrington dated 14 June 2019.

49. The CFMEU complaints that I was asked to investigate at this site were:
- a. unsafe access egress; and
 - b. electrical safety issues.



50. After inspecting the site, Inspector Connors and I issued five Improvement Notices to Vis Construction and another notice to the sub-contracted scaffolder. Although there were relevant concerns identified concerning the scaffold, dirty amenities, general housekeeping and access/egress between slabs, they were not imminent risks. All contraventions were dealt with by way of Improvement Notices, with no imminent issues identified requiring Prohibition Notices to be issued.
51. I recall being frustrated at the immediate removal from other pressing works that had been allocated to me at the time. These included:
- a report of a possible asbestos exposure risk at a local asbestos disposal tip that reported possible asbestos containing materials being driven over by plant on site;
 - a report of falls from height issues from a roof and working within the exclusion zone of a power line; and
 - a possible gas leak/emergency evacuation.

52. I was frustrated at being taken away from possible major issues, such as asbestos exposure and working near powerlines, and having to drop everything to deal directly with non-urgent issues raised by the CFMEU.

53. On the same day I sent an email to Ms Farrington about this incident, where I wrote of my frustration at being diverted from more urgent work to attend to CFMEU complaints.

Attached to this witness statement and marked **KDR-15** is a copy of my email to Ms Farrington dated 14 June 2019.

54. As commonly happened, I later received an email from Ms Farrington, forwarding requests for information from Ms Burgess. Responding to such emails further directed my time away from urgent jobs.

Attached to this witness statement and marked **KDR-16** is a copy of the email from Ms Farrington dated 17 June 2019.

F Abusive online posts by the CFMEU

55. As well as abusing inspectors on site, in 2018 and later years, the CFMEU often posted derogatory material attacking inspectors on its Facebook page. These posts would then generate a further pile on of comments abusing inspectors, often using foul language. I also observed that Ms Burgess 'liked' some of these derogatory posts about inspectors.



56. This made me feel that as inspectors we were not being supported by senior management.

G Impact of the CFEMU abuse on inspectors

57. The CFMEU’s behaviour had a significant impact on staff morale at the Cairns office. Most inspectors in our office who had to deal with the CFMEU on a regular basis were significantly impacted by these behaviours. To me it was like dealing with an organisation that had no moral code — they could act in any way they wanted with no repercussions for their behaviour.

58. As a result, a number of highly experienced local inspectors in Cairns did not want to attend construction sites when the CFMEU was present.

This declaration was made, signed and witnessed under part 6A of the *Oaths Act 1867*.

SWORN at Cairns on 5 May 2026

KARIM DE RIDDER



.....
Signature of deponent

BEFORE ME:

LAURA CLAIRE LAZARUS PORTBURY
AUSTRALIAN LEGAL PRACTITIONER



.....
Signature of witness

Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-1 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



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Karim De Ridder



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Witness

REPORT: CIRR00010

Employer History

PARAMETERS: Detailed

USERNAME: [REDACTED]

DATE CREATED: 22-MAR-2017 03:15 PM

Employer Location

Legal Name	KEIR QLD PTY LTD	Employees:	Special Interest Flag:
ABN	67159265139		
Trading Name			
Address	532 MULGRAVE RD , EARLVILLE, 4870		

ANZSIC Codes

Code	Description
3020	NON-RESIDENTIAL BUILDING CONSTRUCTION

Assessments

Id	Start Date	Completion Date	Inspector
397257	21/03/2017		KARIM DE RIDDER

Description

Assessment Codes

Code	Description	Type
CONFALLS	CONSTRUCTION FALLS FROM HEIGHTS	TARGETED ASSESSMENT
CONHOUSE	CONSTRUCTION HOUSEKEEPING	TARGETED ASSESSMENT
CONMOBPLT	CONSTRUCTION MOBILE PLANT	TARGETED ASSESSMENT
UNIONQ	RESPONDING TO UNION CONCERNS	GENERAL ASSESSMENT

Assessment Activities

Id	Date	Description	Inspector	Note book
1871102	22/03/2017	EMAIL	KARIM DE RIDDER	15 11

Description Email revived from Aaron GIBBS, attached evidence of toolbox talk concerning the use of delineation lines. copy of tool box talk record attached.

Outcomes Email from Aaron GIBBS, attached evidence of tool box talk.

1870988	21/03/2017	EMAIL	KARIM DE RIDDER	15 11
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Description Improvement notice issued to Aaron GIBBS, #11052381 in regards to testing of the emergency evacuation procedures. Also provided advice and followed up previous communications had while on site. Confirmed that a Improvement notice would no longer be issued in relation to updating the SWMS due to compliance being demonstrated before the notice was created.

Outcomes email provided to Aaron GIBBS, follow up of the site visits, attached improvement notice in relation to the Evacuation procedures.

1870910	21/03/2017	SITE VISIT (NO INSP REPORT)	FRANK HONSA	477 19, 20
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Description Arrived on site with Senior Inspector Karim DeRIDDER and met with Barry HIGGINS(CMFEU), Roley CUMMINGS (CMFEU), Cambell BALDERSON and Aaron GIBBS (KEIR CONSTRUCTIONS). We all moved into the site office and had a discussion, CUMMINGS raised the following issues:

- 1) Ladder access and delineation on the front platform at 1.8m - Ladders were securely tied to the structure, protruded over a metre above the platform and were industrial rated. The delineation to ladders and edge was 2 metres from the edge.
- 2) First Aid facility, CUMMINGS suggested a dedicated room was required. - GIBBS showed us an appropriate medical kit with up to date contents, and stated that 3 staff members were certified first aiders, the office area where the first air kit was kept had drinking water and was air-conditioned.
- 3) Access and delineation on mezzanine floor. Access to mezzanine floor was via stairwell, which lead to a delineated work area also two metres from the live edge. Most of the work on mezzanine floor level had been completed, apart from some plumbing near the back wall. There were no workers on the mezzanine floor at the time of our visit.
- 4)Emergency plan and regular testing. - GIBBS showed us the emergency evacuation plan and stated that they had had two actual emergencies on site where the ambulance was called. One emergency was for heat stroke and the other for diabetes, neither emergency required hospitalisation.
- 5) CUMMINGS stated that a stretcher stairwell was required to gain access to the roof and that scissor-lift access was not adequate. GIBBS explained the scissor-lift access procedure where by access was via a gate in the edge protection which was closed when not scissor-lift was removed. GIBBS also stated that they used two dedicated scissor-lifts for roof access.

Outcomes After our discussion in the office were invited by GIBBS to inspect the site. Michael ROWBAR (CFMEU) joined us outside the office and stated the following:-

- 1) He had been talking to Simon BLACKWOOD and had informed him that Karim and I were a disgrace to WHSQ and should be sacked.
- 2) That Karim and I were "DOGS" and that it is our fault that the standard of safety in Cairns is so disgraceful.
- 3) That Karim and I were not worth talking to and that he would not be bothered inspecting the site with us as it would be a waste of his time.

Karim DeRIDDER and I went on the site inspection with GIBB after the UNION representatives left. Issues that we raised were actioned while we were present, this included removing building material that was stacked against the front platform. DeRIDDER inspected the builders WMS for work at height and advised that method of delineation in regard to a live edge be documented in it. DeRIDDER had stated he would issue a notice in this regard, however GIBBS and the emailed the up-dated WMS to DeRIDDER before we could return to the office.

During our site visit, DeRIDDER was fielding several phone calls from Peter TWIGG acting Director Construction Strategy Group. TWIGG directed us to leave site and attend the JCU site were ADCO were having issues with other union representatives.

1870907	21/03/2017	SITE VISIT (NO INSP REPORT)	KARIM DE RIDDER	15 8-10
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Description Re-visit to site on response to Peter TWIGGS request due to further interest being reported in actions taken while on site. Attended again with Frank HONSA, met with Aaron GIBBS again in regards to following up the site visit this morning. Discussed further enquires and directions given from above, stated that an improvement notice was requested to be issued in relation to testing of emergency procedures specifically. Re-assessment of the first aid supplies on site, again confirmed that the first aid kit was well stocked, had been recently re-stocked and also that there were facilities to effectively treat workers on site in regards to first aid incidents. Again no concerns with regards to the first aid facilities on site, provided advice regarding having options to treat a worker if required to be placed supine position (fold up bed or bench). stated that as this wasn't regulated, this was optional however advised that this would be an effective way to treat injuries.

REPORT: **CIRR00010** **Employer History**PARAMETERS: **Detailed**USERNAME: XXXXXXXXXXDATE CREATED: **22-MAR-2017 03:15 PM**

further discussion in regards to Falls from one level to another. Aaron stated that they had ordered in solid handrails to be erected for the lower level access are in front of the office. Further discussion regarding the mezzanine level controls, also plans for the construction of the AC units on the roof with regards to controls for falls and emergency evacuation processes.

No other issues discussed, left site and stated that the Improvement notice would be issued in regards to the emergency evacuation testing, ensure they listed the past 2 incidents in relation to this.

left site and returned to office.

Outcomes Site visit, re-assessed first aid and evacuation processes, Improvement notice to be issued under direction of Peter TWIGG in relation to testing of Evac procedures. no further issues identified requiring notices to be issued. Advice given regarding improvements to the first aid facilities.

1870894 21/03/2017 PHONE CALLS KARIM DE RIDDER 15 7-8

Description A number of phone calls received from Peter TWIGG, Discussions regarding issues raised by the CFMEU representatives. TWIGG requested a improvement notice be issued in regards to 'testing of emergency procedures' part of section 43(1)(b). Stated that if that was required then I would issue the notice, stated that it was of my view initially that the 2 first aid incidents they had had previously was sufficient to test the emergency procedures.

TWIGG also stated that if the first aid supplies and conditions of facilities were not sufficient that a notice should be issued in regards to this. Stated that I would have an in-depth assessment of their first aid supplies and look at rooms etc.

Outcomes phone call discussion with Peter TWIGG

1870867 21/03/2017 SITE VISIT KARIM DE RIDDER 14,15 156, 1-6

Description On exiting the office I received a phone call from Peter TWIGG stated he required attendance to further union matters at ADCO University site, stated that we would finish up here and continue to that ASAP. Prior to the start of the walkthrough, CUMMINGS, HIGGINS and another unidentified CFMEU representative walked off site out the gate, Frank had stated that he had opened an invitation to walk around site however the representative voiced a number of profanities and stated that it would be no use walking around site with them.

Conducted a walkthrough of the site with Aaron GIBBS, identified some minor issues with regards to a Temp board, recommended some changes by the electrician in regards to tie bar installed below the board, some power points replaced which had received some heat. Aaron stated that the electrician had already tested the outlets and stated they were safe for use, indicated it was better replacing them.

Transverse the tied ladder, found the access to be sufficient for access by personnel and the flag line set up showing the live edge adequately at time of site visit. Overlap of the ladder was also sufficient. Attended the main floor level, identified a mezzanine floor which also had flag-lines set up off the live edge. Unable to access the mezzanine floor due to concreting activities on the access stairs, discussed the control and pointed out some areas that the flag line was too close to the edge (anchorage on some steel work), stated that the flag line was to be maintained to the appropriate distance (minimum 1.8m) and ensure that this was again contained in the SWMS which I request to view after finishing the walkthrough. Satisfied that no work was occurring today on the floor and previous work was next to the building wall which was did not display a risk to falls. Works on site occurring including floor polishing, minor concreting (stairs and driveway) and some painting and sheeting activities on the internal of the building.

Observed a scaffolded lift well, discussed the status of construction which Aaron stated that this was complete and capped above, waiting on the scaffolders to strip. no issues identified with regards this.

Observed access to vehicles to the left side of the building at various locations.

Attended the site office to verify the content of the SWMS for work at heights, noted that there was no mention of flag-lines being used, requested that this be updated and included on the SWMS and reflected to workers via a tool box talk. Stated that an Improvement notice would be issued in regards to this, provided a business card with contact details to Aaron, stated that he would get right on to this. No other issues identified regarding the rest of the site visit and concerns raised at time of site visit. Left site and continued to another site.

Outcomes Met with representatives from KEIR Constructions and CFMEU

Observation (1) Access to main work deck from site office and crib rooms was via three secured ladders strapped to the slab, a tape/bollard system was erected to identify a live edge with risks from falls from one level to another. CUMMINGS and HIGGINS stated they did not like this and it was illegal. On observations of the set up at time of site visit, discussed the risk assessment process and hierarchy of controls, stated that if maintained and identified in there SWMS then this was acceptable controls. HIGGINS and CUMMINGS were not happy with this determination.

(2) CUMMINGS stated that the construction site did not have a sufficient evacuation procedures and plan, no mock runs had been conducted. On discussion with GIBBS and BAULDERSTONE it was identified that a plan was in site on the site office wall, all workers were inducted into the emergency procedures and identified areas of evacuation points identified on the plan, GIBBS produced a copy of the Induction check form which confirmed the induction process as covering this. In regards to evacuation mock runs, GIBBS stated that they had already had 2 first aid incidents on site which required the evacuation processes to be tested, no problems raised from this and was successful in testing the processes (the two incidents were glucose issue and heat exhaustion).

(3) CUMMINGS stated that the first aid facilities were not adequate as the workplace didn't have first aid room. Discussed the facilities with BAULDERSTONE and GIBBS. Both representatives stated that either the site office or lunch room was designated as possible locations of first aid treatment if it wasn't able to be done at place of injury, observed a well-stocked first aid kit located in the site office, noted that the kit had been updated recently (13/3/17). Observed water fountain close by, noted that another water container was located in the site office. Personnel on site did not number over 30 at one time, discussed first aid trained personnel on site of which GIBBS and an offsider stated they were nominated as first aiders and had been trained in December to conduct that activity. Stated to CUMMINGS that this was sufficient in regards to legislation, no requirement of a first aid room was stipulated in legislation concerning this workplace. CUMMINGS again wasn't happy with this. Last comments discussed in the office related to access and egress to the roof area in regards to when the roof was laid, GIBBS and BAULDERSTONE stated that full handrails were erected and access was conducted by way of scissor lift to the roof where handrail openings were provided by slide rail, scissor was brought to level and door opened allowing access. Stated that I was satisfied that this was safe access and egress to the roof area and that emergency processes also using the scissor was sufficient which was also proved when a roofer had a glucose issue and was removed from the roof via help from 6 other workers into the scissor and brought to ground. CUMMINGS and HIGGINS were very unhappy with this response at which HIGGINS left the room exclaiming that this was "bullshit". CUMMINGS stated that this was contrary to any advice he had received from other inspectors and mentioned that Helen BURGESS as stated this wasn't allowed. After further discussion I indicated that we would agree to disagree on this aspect and complete a walkthrough on site together. CUMMINGS stated that overall the worksite was "clean" apart from the issues raised.

Outcomes of Inspector Intervention (1) Intervention required for use of delineation flag line due to not being contained in SWMS (Improvement notice planned)
(2) Emergency plan, processes and outcomes of real life situations looked at as adequate to comply with regulations
(3) First aid facilities identified as compliant with regulations

1870855 21/03/2017 PHONE CALLS FRANK HONSA 477 19

REPORT: **CIRR00010** **Employer History**PARAMETERS: **Detailed**

USERNAME: [REDACTED]

DATE CREATED: 22-MAR-2017 03:15 PM

Description Call from Peter TWIGG
Outcomes Requesting I go to KEIR Construction site in Earlville, I advised that Senior Inspector Karim DeRIDDER and I were on our way.
1870832 21/03/2017 PHONE CALLS FRANK HONSA 477 18

Description Call from Russell KIER who requested assistance at Earlville Construction site in regard to UNION representatives on site.
Outcomes Discussed request with Shannon FARRINGTON OM, Senior Inspector Karim DeRIDDER to accompany me.
1870710 21/03/2017 SITE VISIT (NO INSP REPORT) KARIM DE RIDDER 14,15 156, 1-6

Description Site visit with Inspector Frank HONSA to Keir Constructions site located at 532 Mulgrave Road, Earlville. Attendance in response to assistance required of an inspector in regards to Union interaction - CFMEU. Attended site and met with CFMEU representatives Roley CUMMINGS and Barry HIGGINS, also KEIR representatives Aaron GIBBS and Cam BAULDERSTONE.
 Attended the site office to discussed the reason for request of entry.
 Points raised by CUMMINGS were as follows:
 (1) Access to main work deck from site office and crib rooms was via three secured ladders strapped to the slab, a tape/bollard system was erected to identify a live edge with risks from falls from one level to another. CUMMINGS and HIGGINS stated they did not like this and it was illegal. On observations of the set up at time of site visit, discussed the risk assessment process and hierarchy of controls, stated that if maintained and identified in there SWMS then this was acceptable controls. HIGGINS and CUMMINGS were not happy with this determination.
 (2) CUMMINGS stated that the construction site did not have a sufficient evacuation procedures and plan, no mock runs had been conducted. On discussion with GIBBS and BAULDERSTONE it was identified that a plan was in site on the site office wall, all workers were inducted into the emergency procedures and identified areas of evacuation points identified on the plan, GIBBS produced a copy of the Induction check form which confirmed the induction process as covering this. In regards to evacuation mock runs, GIBBS stated that they had already had 2 first aid incidents on site which required the evacuation processes to be tested, no problems raised from this and was successful in testing the processes (the two incidents were glucose issue and heat exhaustion)
Outcomes continued in next activity..

Assessment Notices

No	Notice Description	Served Date	Required Date	Compliance Date	In Force Until	Inspector
1052381	Improvement Notice	21/03/2017	04/04/2017			KARIM DE RIDDER
Legal Section	RWN 43(1)	EMERGENCY PROCEDURES, PLANS, EQUIPMENT			WORK ENVIRONMENT	
Comments	(b) testing of emergency procedures including timeframes of testing					

Site visit with Inspector Frank HONSA to Keir Constructions site located at 532 Mulgrave Road, Earlville. Attendance in response to assistance required of an inspector in regards to Union interaction - CFMEU.

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Attended the site office to discuss the reason for request of entry.

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(2) CUMMINGS stated that the construction site did not have a sufficient evacuation procedures and plan, no mock runs had been conducted. On discussion with GIBBS and BAULDERSTONE it was identified that a plan was in site on the site office wall, all workers were inducted into the emergency procedures and identified areas of evacuation points identified on the plan, GIBBS produced a copy of the Induction check form which confirmed the induction process as covering this. In regards to evacuation mock runs, GIBBS stated that they had already had 2 first aid incidents on site which required the evacuation processes to be tested, no problems raised from this and was successful in testing the processes (the two incidents were glucose issue and heat exhaustion).

(3) CUMMINGS stated that the first aid facilities were not adequate as the workplace didn't have first aid room. Discussed the facilities with BAUDERSTONE and GIBBS. Both representatives stated that ether the site office or lunch room was designated as possible locations of first aid treatment if it wasn't able to be done at place of injury, observed a well-stocked first aid kit located in the site office, noted that the kit had been updated recently (13/3/17). Observed water fountain close by, noted that another water container was located in the site office. Personnel on site did not number over 30 at one time, discussed first aid trained personnel on site of which GIBBS and an offsider stated they were nominated as first aiders and had been trained in December to conduct that activity. Stated to CUMMINGS that this was sufficient in regards to legislation, no requirement of a first aid room was stipulated in legislation concerning this workplace. CUMMINGS again wasn't happy with this. Last comments discussed in the office related to access and egress to the roof area in regards to when the roof was laid, GIBBS and BAULDERSTONE stated that full handrails were erected and access was conducted by way of scissor lift to the roof where handrail openings were provided by slide rail, scissor was brought to level and door opened allowing assess. Stated that I was satisfied that this was safe access and egress to the roof area and that emergency processes also using the scissor was sufficient which was also proved when a roofer had a glucose issue and was removed from the roof via help from 6 other workers into the scissor and brought to ground. CUMMINGS and HIGGINS were very unhappy with this response at which HIGGINS left the room exclaiming that this was "bullshit". CUMMINGS stated that this was contrary to any advice he had received from other inspectors and mentioned that Helen BURGESS as stated this wasn't allowed. After further discussion I indicated that we would agree to disagree on this aspect and complete a walkthrough on site together. CUMMINGS stated that overall the worksite was "clean" apart from the issues raised.

On exiting the office I received a phone call from Peter TWIGG stated he required attendance to further union matters at ADCO University site, stated that we would finish up here and continue to that ASAP. Prior to the start of the walkthrough, CUMMINGS, HIGGINS and another unidentified CFMEU representative walked off site out the gate, Frank had stated that he had opened an invitation to walk around site however the representative voiced a number of profanities and stated that it would be no use walking around site with them.

Conducted a walkthrough of the site with Aaron GIBBS, identified some minor issues with regards to a Temp board, recommended some changes by the electrician in regards to tie bar installed below the board, some power points replaced which had received some heat. Aaron stated that the electrician had already tested the outlets and stated they were safe for use, indicated it was better replacing them.

Transverse the tied ladder, found the access to be sufficient for access by personnel and the flag line set up showing the live edge adequately at time of site visit. Overlap of the ladder was also sufficient. Attended the main floor level, identified a mezzanine floor which also had flag-lines set up off the live edge. Unable to access the mezzanine floor due to concreting activities on the access stairs, discussed the control and pointed out some areas that the flag line was too close to the edge (anchorage on some steel work), stated that the flag line was to be maintained to the appropriate distance (minimum 1.8m) and ensure that this was again contained in the SWMS which I request to view after finishing the walkthrough. Satisfied that no work was occurring today on the floor and previous work was next to the building wall which was did not display a risk to falls. Works on site occurring including floor polishing, minor concreting (stairs and driveway) and some painting and sheeting activities on the internal of the building.

Observed a scaffolded lift well, discussed the status of construction which Aaron stated that this was complete and capped above, waiting on the scaffolders to strip. no issues identified with regards this.

Observed access to vehicles to the left side of the building at various locations.

Attended the site office to verify the content of the SWMS for work at heights, noted that there was no mention of flag-lines being used, requested that this be updated and included on the SWMS and reflected to workers via a tool box talk. Stated that an Improvement notice would be issued in regards to this, provided a business card with contact details to Aaron, stated that he would get right on to this. No other issues identified regarding the rest of the site visit and concerns raised at time of site visit. Left site and continued to another site.

Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-2 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



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Karim De Ridder



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Witness

Date now set for 1st of August 2017.

21/3/17 0847 am 532 Mulgrave Rd, Erlville, Old, 4870. Attended with Frank Honsa. Attended the Keir Old Pty Ltd, site construction of Chemst. Tilt up panels. met with CFMRU representatives Roley Cummings and Barry Higgins. Discussed issues including → ① Falls from one level to another, ② First Aid & Emergency evap process, ③ access to roof areas.

Roley stated that he wasn't happy with the controls in place @ front of site shed. - a tape had been set up on bollards highlighting the live edge showing a delineation line of a fall risk of one level to another of approx 1.9 - 2m. Stated that this was a sufficient control measure that has been accepted even though it is a low order control. Stated that this must be maintained to a level acceptable if they continue to be blown over

COMPLETED AND HANDED IN TO
THE DISTRICT OFFICER IN CHARGE

AT

ON

SIGNED

RECEIVED BY

SIGNED

DATE

BOOK No 479

ISSUED TO K. DE RIDDER No. 1054

DISTRICT CAIRNS

DATE 1/03/2017

BY T. Fleming No.

SIGNATURE
OF RECIPIENT

(Continued from #14, page 156).

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or be moved around. Met with and discussed this with Aron Gibbs and Cam Bawlesstone from Keor QLD. Aron stated that they had issues with trespassers on weekends and @ night accessing the site and throwing the bollards around. Stated that we accepted this control measure as long as it was recorded in our ~~last~~ ~~staples~~ ~~staples~~. Roley Cummings raised the first airt issue, stated that they didn't have a first airt shed or facilities to render first airt. Roley also raised issues with past ~~past~~ works, how did they access the roof area's? Aron stated this was done by ~~KWP~~ → through hand rails on slides built for this access. Roley and Barry Higgins stated that they did not accept this as reasonable access, stated that as long as the rocks were controlled, access provided that was safe to the roof, then ~~KWP~~ was observed as a good means for access to and from the roof. Barry was not happy with this comment and left the site alone where we were located.

Discussed the first aid issue raised -> Aaron stated that himself and 2 others were first aid trained, they had a well stocked first aid kit; able to be treated if required in the crib room or site office which had access to clean water etc. Roy was not happy with the response however was unable to confirm what he required from the PCBU. Myself and Frank observed the facilities provided, noted they had been also restocked recently with a re-stock date entered and recorded on the lid of the box. Aaron stated that they had recently had 2 first aid incidents on site where they successfully acted upon on those systems. A roofer had a glucose issue (was a diabetic) and suffered a fit, was moved by the 6 workers to the scissor lift, the first aid kit was taken up however he was taken to the crib room and given coke and chocolate. Also had a heart stroke issue where an ambulance had responded and resulted in him traveling to the

hospital for treatment. Aaron stated that they had no issues with the way the emergencies were conducted and were happy with the way the workers alerted them etc.

Aaron stated they had not done a mock run through of the emergency procedure, although having the 2 "true" emergency events were productive in showing the procedures in works.

Conducted a walkthrough of site, Frank spoke to Roy, Barry and another CFMEU official of whom I was unaware of who he was, while on a phone call with Peter Twigg, on completion of the call, observed the CFMEU officials leave site, one returned briefly to take some photos and was or appeared to be unhappy. Frank stated that he had asked them to join and walk around the site however was told they would leave as we were "Dog's" and not concerned about WH&S issues.

Conducted a walkthrough of the work area. Observed 2 ladders providing access to the front

of the building in front of the Site Sheds, noted they were ~~solid~~ solid and secured to the slab with a good overhang of the slab giving a solid base to unmount when @ top of the slab. No issues with the ladder access, Aaron stated that this was just people access, there was 60 meters of access to that level by ute or car if required to drop off tools or equipment.

Observed temp power box on lower level, noted that tie bar was on the inside of the box, observed two outlets that had been melted by heat, Aaron stated that the electrician stated they were safe for use, provided advice to get them replaced as they appeared damaged. Aaron stated he would get the Sparkie to do this. Also asked him to ensure the main switch was re-marked due to the label being hard to read. Photo taken. assessed the work level and observed mezzanine floor with the same bollard - flag

line erected as on the lower level. noted that the height of the mezzanine floor would have been approx 3m from base floor level. No works occurring @ time of site visit on mezzanine level. Discussed this control with Aaron. Aaron stated access was by the internal stairs on side of mezzanine, delimitation of live ~~end~~ edge was erected when workers were forming out along the building wall to ensure they were not @ risk of Falls. Photos taken, unable to access floor due to concrete works occurring on stairs. Aaron stated that this would be removed soon when wall frames were to be erected from the site EWP's. No risks or issues identified with regards to this set-up. Observed some driveway formwork + steel works on the left side of the building (looking from Mulgrave Rd), noted that starter bars were appropriately capped @ time of site visit. Asked Aaron to view the Swine for work @ height on site, Aaron stated he wasn't 100% sure

If the Swms reflected the use of flag-lines as delineation.

Attended the office, observed the swms, noted that no reference was observed with regards to the delineation line or use of flagging. Stated that I intended to issue an improvement notice in regards to this, provided on business card, stated that I would do this as soon as possible, Aaron stated he would complete the task ASAP.

Left site to attend another site in regards to Union raised concerns today.

21/3/17 1035am Site visit to ADCO Constructions site @ ICU. Met Attended with Frank Hansa, met with Site Foreman Matt Dwyer, pointed to site sheds across the site. Met with Trevor and site manager Mark Simpson, briefly spoke prior to receiving a call from Peter Twigg, who requested re-attendance to the Kier Constructions job

as the CFMEU would be re-writing and were not satisfied with WHSQ's response. Provided brief to Peter with regards to site visit findings, Peter also stated that a certain member of the CFMEU was complaining of my personal approach and facial expressions ('too much smiling?'). Stated that this was my normal approach when conducting my works. Requested myself and Frank return to the office and split up. Met back up with Frank and discussed this, left site after apologising to Safety adviser "Trevor"; returned to office, phone call to Shannon - OM, with regards to movements.

21/3/17 117am Phone call to Rob Duckworth - PI, discussed requirement to re-attend Kier Constructions, He stated that he would head over to ADCO and meet with Trevor in regards to the issues raised

21/3/17 1221pm Phone call received

from Peter Twigg, discussed the issues raised with regards to the site visit. Specifically requested that an Improvement be issued for "Testing of Emergency Procedures" as PCBu had stated no testing of procedures had been done, only 2 x First aid incidents.

Peter also stated that a Improvement notice be issued in regards to "Facilities to provide first aid" were not adequate → this would be identified as a minor/minor First aid kit, no clean first aid area to perform first aid, no water or process to clean a wound etc (i.e. kidney dish). Peter provided his contact number [REDACTED]

21/3/17

12:31pm attended 532

Mulgrave Rd, Earlville. Koer Old Constructors
 Attended with Frank Hansa, met again with Aaron GIBBS, Site manager. Discussed our visit again, to re-look @ aspects raised by CFMEU → First aid facilities, access/egress,

calls from one level to another. Discussed the testing of emergency procedures again with Aaron, stated that an Improvement notice would be issued in regards to this. Aaron stated he would do this ASAP. Discussed the supply of first aid, had an in-depth look @ the kit + supplies, observed access to water, kidney dish, looked @ lunch-room, noted the kitchen area had sink + fridge facilities. Discussed the cleanliness of the site steel, Aaron stated it was cleaned daily, provided advice to have a fold up first aid bench/bed provided in the office if a worker need to be lying down for treatment. Would follow this up with Aaron via email. No Improvement notice required.

Discussed future of flag line → Aaron stated he had ordered some hard rails for the slab area to replace the flag line currently in place.

Aaron stated roofing works were complete to the level that hard rails to be removed, had plans to install maintenance access ladders

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flag-lines for use due to the clip-lock roof (unable to anchor to roof). Aaron showed the plans displaying the AC units + walkways. Discussed future controls to be put in place → access, also emergency evacuation procedures for any works on the roof. Aaron stated they were still planning the works however would have controls in place to control evac. On exiting work site, again re-emphasized to Aaron that even though I personally thought that 2 actual first aid emergencies were sufficient to prove and trial their procedures, would have to issue an improvement notice in regards to Section 43(1)(b) → testing of emergency procedures. left workplace and returned to office.

21/3/17 1441pm Email received from Peter Twiggy → request for notices issued on site today @ Kerr → 532 Mulgrave Rd, Earlville, QLD. Reply to Peter with status

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of actions/notices to take place with regards to Kerr Construction.

21/3/17. 517pm Email sent to Aaron C. bbs → Kerr QLD Pty Ltd, Improvement notice #1052381 issued in relation to testing of emergency procedures. Also provided follow up of communication in regards to other issues brought up during audit.

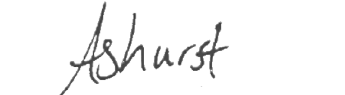
Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-3 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.


.....

Karim De Ridder


.....

Witness



Improvement notice

This notice is issued under the *Work Health and Safety Act 2011* section 191, *Safety in Recreational Water Activities Act 2011* applied section 191 *Work Health and Safety Act 2011* or *Electrical Safety Act 2002* section 146. This notice requires the person (which includes a body corporate, government department or public authority) to whom it is issued to remedy a contravention of the Act or Regulations. **The legislation requires that the person to whom an improvement notice is issued must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace at which work is being carried out that is affected by the notice.**

Notice No. I 1052381

Notice issued to:

Legal name of person/business or undertaking: KEIR QLD PTY LTD.

ABN: 67159265139. ACN:

Trading as:

Address: 36-38 Rutherford Street, Cairns North, QLD, Postcode: 4870.

Details of contravention:

Site location
Earlville Redevelopment - 532 Mulgrave Rd, Earlville, QLD, 4870.

I, Karim De Ridder. reasonably believe on 21/09/2017. at 12:31 pm 24 hour time

that you are contravening a provision or have contravened a provision in circumstances that make it likely that the contravention will continue or be repeated; of the:

Work Health and Safety Act 2011, section/s _____ *Work Health and Safety Regulation 2011*, regulation/s 43(1)(b)

Electrical Safety Act 2002, section/s _____ *Electrical Safety Regulation 2002*, regulation/s _____

Safety in Recreational Water Activities Act 2011, section/s _____ *Safety in Recreational Water Activities Regulation 2011*, regulation/s _____

Brief description of how the provision is being or has been contravened:

PCBU must ensure that an emergency plan is prepared for the workplace that provides the following, (b) testing of the emergency procedures, including the frequency of testing.

Directions (if any) as to the measures to be taken to remedy or prevent the contravention or likely contravention:

It is mandatory to comply with these directions

[Empty box for directions]

Recommendations (if any): Recommendations may be followed or you may adopt and follow another way that gives at least the same level of protection against the risk

[Empty box for recommendations]

Issuing inspector:

Signature of inspector: [Redacted] Inspector's ID: 1054 Inspector's contact number: [Redacted]

Date issued: 21/3/17 Inspector's location: _____

This contravention must be remedied before:

Service method:

4 / 4 / 17.

Delivered personally Left for a person at the workplace Post

Fax Email

Left at the person's last known place of residence or business

Notice given to: Aaron CRIBBS. Relationship to person to whom notice is issued: Site Manager -> KEIR QLD PTY LTD.

This portion may be signed and returned where a contravention has been remedied before the stated date. I certify that the requirements of this notice have been complied with:

Name (in block letters): _____ Position: _____

Signature: _____ Date complied: / / Notice No. I 1052381

An Inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice. You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

PRIVACY COLLECTION STATEMENT

The Department of Justice and Attorney-General collects, uses, discloses and stores information in accordance with legislation it administers and all applicable privacy laws. This includes information collected...

If a decision to issue an improvement notice was made by an inspector, an eligible person may apply for an internal review of that decision.

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An eligible person is:

1. The person to whom the notice was issued.
2. A person conducting a business or undertaking whose interests are affected by the decision.
3. A worker whose interests are affected by the decision.
4. A health and safety representative who represents a worker whose interests are affected by the decision.

How does a person apply for a review of a decision?

The person must complete and lodge the Application for Internal Review of Decision form before the date specified on the notice has expired or 14 days, whichever is the lesser. There is no application fee.

The operation of the improvement notice is stayed (that is suspended) once the application for review of decision is lodged with the regulator. The stay remains in effect until a decision is made by the regulator and whichever of the following is earlier – an external review is applied for or 28 days have elapsed since the person became aware of the regulator's decision.

Information about how to apply for a review of decision, including application forms is available online at www.worksafe.qld.gov.au, or by phoning Infoline on 1300 369 915.

What happens next?

Applications are reviewed as soon as reasonably practicable and within 14 days unless additional information is required. The applicant will receive written confirmation of the result of the internal review including the reasons for the decision.

External review

If a decision to issue an improvement notice was made by the regulator or the regulator has made a decision through internal review, an eligible person may apply to the Queensland Civil and Administrative Tribunal for an external review. An external review application must be made within 28 days of the person becoming aware of the regulator's decision.

Please refer to www.worksafe.qld.gov.au or phone Infoline on 1300 369 915 for more information on how to apply for an external review.

Privacy collection statement

The Department of Justice and Attorney-General collects, uses, discloses and stores information in accordance with legislation it administers and all applicable privacy laws. This includes information collected by inspectors of the Department. Note that privacy laws do not apply if other laws conflict or allow or require the collection of information, and do not apply to the collection of information by the Department of Justice and Attorney-General to the extent that it is exercising its law enforcement functions and non-compliance with privacy legislation is deemed necessary to fulfil those functions.

The Department of Justice and Attorney-General's privacy information is on our website at www.justice.qld.gov.au.


An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice.

You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-4 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.


.....

Karim De Ridder


.....

Witness

First aid in the workplace

Code of practice 2014

This code is based on a national model code of practice developed by Safe Work Australia and approved by the Select Council on Workplace Relations in July 2012 as part of the harmonisation of work health and safety laws.

This Queensland code of practice was made by the Attorney-General and Minister for Justice on 30 May 2014.

This code commenced on 30 May 2014.

This code was varied by the Minister for Education and Industrial Relations on 1 July 2018.

PN11670



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Foreword

This code of practice on first aid in the workplace is an approved code of practice under section 274 of the *Work Health and Safety Act 2011* (the WHS Act).

An approved code of practice is a practical guide to achieving the standards of health, safety and welfare required under the WHS Act and the *Work Health and Safety Regulation 2011* (the WHS Regulation).

From 1 July 2018 duty holders are required to comply either with an approved code of practice under the WHS Act or follow another method, such as a technical or an industry standard, if it provides an equivalent or higher standard of work health and safety to the standard required in the code.

A code of practice applies to anyone who has a duty of care in the circumstances described in the code. In most cases, following an approved code of practice would achieve compliance with the health and safety duties in the WHS Act, in relation to the subject matter of the code. Like Regulations, codes of practice deal with particular issues and do not cover all hazards or risks that may arise. The health and safety duties require duty holders to consider all risks associated with work, not only those for which Regulations and codes of practice exist.

Codes of practice are admissible in court proceedings under the WHS Act and WHS Regulation. Courts may regard a code of practice as evidence of what is known about a hazard, risk or control and may rely on the code in determining what is reasonably practicable in the circumstances to which the code relates.

An inspector may refer to an approved code of practice when issuing an improvement or prohibition notice. This may include issuing an improvement notice for failure to comply with a code of practice where equivalent or higher standards of work health and safety have not been demonstrated.

Scope and application

This code provides practical guidance for persons conducting a business or undertaking on how to comply with duties under the WHS Act and WHS Regulations to provide adequate first aid facilities in the workplace. It includes information on first aid kits, procedures, facilities and training for first aiders.

This code applies to all types of work and all workplaces covered by the WHS Act, including workplaces that are outdoors, mobile or remote.

How to use this code of practice

In providing guidance, the word 'should' is used in this code to indicate a recommended course of action, while 'may' is used to indicate an optional course of action.

This code also includes various references to provisions of the WHS Act and WHS Regulations which set out the legal requirements. These references are not exhaustive. The words 'must', 'requires' or 'mandatory' indicate that a legal requirement exists and must be complied with.

1. Introduction

Providing immediate and effective first aid to workers or others who have been injured or become ill at the workplace may reduce the severity of the injury or illness and promote recovery. In some cases, it could mean the difference between life and death.

1.1 The meaning of key terms

First aid is the immediate treatment or care given to a person suffering from an injury or illness until more advanced care is provided or the person recovers.

First aider is a person who has successfully completed a nationally accredited training course or an equivalent level of training that has given them the competencies required to administer first aid.

First aid equipment includes first aid kits and other equipment used to treat injuries and illnesses.

First aid facilities include first aid rooms, health centres, clean water supplies and other facilities needed for administering first aid.

High risk workplace means a workplace where workers are exposed to hazards that could result in serious injury or illness and would require first aid. Examples of workplaces that may be considered high risk are ones in which workers:

- use hazardous machinery (e.g. mobile plant, chainsaws, power presses and lathes)
- use hazardous substances (e.g. chemical manufacture, laboratories, horticulture, petrol stations and food manufacturing)
- are at risk of falls that could result in serious injury (e.g. construction and stevedoring)
- carry out hazardous forms of work (e.g. working in confined spaces, welding, demolition, electrical work and abrasive blasting)
- are exposed to the risk of physical violence (e.g. working alone at night, cash handling or having customers who are frequently physically aggressive)
- work in or around extreme heat or cold (e.g. foundries and prolonged outdoor work in extreme temperatures).

Low risk workplace means a workplace where workers are not exposed to hazards that could result in serious injury or illness such as offices, shops or libraries. Potential work related injuries and illnesses requiring first aid would be minor in nature.

1.2 Who has health and safety duties in relation to first aid?

A **person conducting a business or undertaking** has the primary duty under the WHS Act to ensure, so far as is reasonably practicable, that workers and other persons are not exposed to health and safety risks arising from the business or undertaking.

The WHS Regulations place specific obligations on a person conducting a business or undertaking in relation to first aid, including requirements to:

- provide first aid equipment and ensure each worker at the workplace has access to the equipment
- ensure access to facilities for the administration of first aid
- ensure that an adequate number of workers are trained to administer first aid at the workplace or that workers have access to an adequate number of other people who have been trained to administer first aid.

A person conducting a business or undertaking may not need to provide first aid equipment or facilities if these are already provided by another duty holder at the workplace and they are adequate and easily accessible at the times that the workers carry out work.

Officers, such as company directors, have a duty to exercise due diligence to ensure that the business or undertaking complies with the WHS Act and WHS Regulations. This includes taking reasonable steps to ensure that the business or undertaking has and uses appropriate resources and processes to eliminate or minimise risks to health and safety.

Workers have a duty to take reasonable care for their own health and safety and must not adversely affect the health and safety of other persons. Workers must comply with any reasonable instruction and cooperate with any reasonable policy or procedure relating to health and safety at the workplace, such as procedures for first aid and for reporting injuries and illnesses.

1.3 What is required in providing first aid?

First aid requirements will vary from one workplace to the next, depending on the nature of the work, the type of hazards, the workplace size and location, as well as the number of people at the workplace. These factors must be taken into account when deciding what first aid arrangements need to be provided.

This code provides information on using a risk management approach to tailor first aid that suits the circumstances of your workplace, while also providing guidance on the number of first aid kits, their contents and the number of trained first aiders that are appropriate for some types of workplaces.

The risk management approach involves the following four steps (summarised in Appendix A):

- Identifying hazards that could result in work-related injury or illness.
- Assessing the type, severity and likelihood of injuries and illness.
- Providing the appropriate first aid equipment, facilities and training.
- Reviewing your first aid requirements on a regular basis or as circumstances change.

Guidance on the general risk management process is available in the [How to manage work health and safety risks code of practice](#).

Consulting your workers

Consultation involves sharing of information, giving workers a reasonable opportunity to express views and taking those views into account before making decisions on health and safety matters.

WHS Act section. 47: A person conducting a business or undertaking must consult, so far as is reasonably practicable, with workers who carry out work for the business or undertaking who are (or likely to be) directly affected by a work health and safety matter.

WHS Act section. 48: If the workers are represented by a health and safety representative, the consultation must involve that representative.

You must consult your workers when making decisions about what facilities are needed, including those required for administering first aid. Consultation should include:

- the number, location and contents of first aid kits and other equipment
- the type of first aid facilities that may be needed
- first aid procedures
- the number of first aiders.

Consulting, cooperating and coordinating activities with other duty holders

WHS Act section. 46: A person conducting a business or undertaking must consult, cooperate and coordinate activities with all other persons who have a work health or safety duty in relation to the same matter, so far as is reasonably practicable.

Sometimes you may have responsibility for health and safety together with other business operators who are involved in the same activities or who share the same workplace. In these situations, you should communicate with each other to find out who is doing what and work together in a cooperative and coordinated way so that all risks are eliminated or minimised so far as is reasonably practicable.

For example, if you provide labour hire workers as part of your business you have a duty of care as well as the host business. In these situations, you must discuss the hazards and risks associated with the work and ensure the host business has appropriate first aid arrangements that your workers can access.

If you share your workplace with other businesses that have workers trained in administering first aid, you may be able to ensure that your workers have access to them instead of training your own workers. In these circumstances, it will be necessary to:

- consult the other business operators to work out what first aid arrangements are needed
- cooperate with each other in sharing first aid equipment and facilities
- coordinate access to the first aiders.

Further guidance on consultation is in the [Work health and safety consultation, co-operation and co-ordination code of practice](#).

2. How to determine first aid requirements for your workplace

WHS Regulation section 42: When considering how to provide first aid, a person conducting a business or undertaking must consider all relevant matters including:

- the nature of the work being carried out at the workplace
- the nature of the hazards at the workplace
- the size, location and nature of the workplace
- the number and composition of the workers at the workplace.

2.1 The nature of the work and workplace hazards

Certain work environments have greater risks of injury and illness due to the nature of work being carried out and the nature of the hazards at the workplace. For example, factories, motor vehicle workshops and forestry operations have a greater risk of injury that would require immediate medical treatment than offices or libraries. These workplaces will therefore require different first aid arrangements.

Table 1: Injuries associated with common workplace hazards that may require first aid

Hazard	Potential harm
Manual tasks	Overexertion can cause muscular strain.
Working at height	Slips, trips and falls can cause fractures, bruises, lacerations, dislocations, concussion.
Electricity	Potential ignition source could cause injuries from fire. Exposure to live electrical wires can cause shock, burns and cardiac arrest.
Machinery and equipment	Being hit by moving vehicles, or being caught by moving parts of machinery can cause fractures, amputation, bruises, lacerations, dislocations.
Hazardous chemicals	Toxic or corrosive chemicals may be inhaled, contact skin or eyes causing poisoning, chemical burns, irritation. Flammable chemicals could result in injuries from fire or explosion.
Extreme temperatures	Hot surfaces and materials can cause burns. Exposure to heat can cause heat stress and fatigue. Exposure to extreme cold can cause hypothermia and frost bite.
Radiation	Welding arc flashes, ionizing radiation and lasers can cause burns.
Violence	Behaviours including intimidation and physical assault can cause nausea, shock and physical injuries.
Biological	Infection, allergic reactions.
Animals	Bites, stings, kicks, scratches.

Records of injuries, illnesses, 'near miss' incidents and other information that has already been obtained to assist in controlling risks at the workplace will be useful to make appropriate decisions about first aid.

You should check the safety data sheets (SDS) for any hazardous chemicals that are handled, used or stored at your workplace. The SDS provides information about the chemical, possible health effects, controls that may be used to reduce exposure and first aid requirements.

Manufacturers, importers and suppliers of hazardous chemicals have a duty under the WHS Regulations to ensure that the current SDS is provided to a person at the workplace if the person asks for it.

2.2 Size and location of the workplace

In relation to the size and location of the workplace, you should take into account:

- the distance between different work areas
- the response times for emergency services.

First aid equipment and facilities should be located at convenient points and in areas where there is a higher risk of an injury or illness occurring.

A large workplace may require first aid to be available in more than one location if:

- work is being carried out a long distance from emergency services
- small numbers of workers are dispersed over a wide area
- access to a part of the workplace is difficult
- the workplace has more than one floor level.

Where there are separate work areas (e.g. a number of buildings on a site or multiple floors in an office building), it may be appropriate to locate first aid facilities centrally and provide first aid kits in each work area. This may include portable first aid kits in motor vehicles and other separate work areas.

The distance of the workplace from ambulance services, hospital and medical centres should be taken into account when determining your first aid requirements. For example, if life-threatening injuries or illnesses could occur and timely access to emergency services cannot be assured, a person trained in more advanced first aid techniques (such as the provision of oxygen) will be needed.

Additional first aid considerations may be necessary for workers in remote or isolated areas. For example, where access is difficult due to poor roads or weather conditions, arrangements may need to include aerial evacuation.

In minimising the risks to health and safety associated with remote or isolated work, you must provide a system of work that includes effective communication with the worker. This will assist in enabling an immediate response in an emergency. Further guidance about working in remote or isolated areas is available in the *Managing the work environment and facilities code of practice*.

2.3 The number and composition of workers and other people

When considering the size of your workforce, you should include any contractors, subcontractors, and volunteers you engage. This may mean the size of your workforce may vary over time. For the purposes of deciding who requires access to first aid, you should consider the maximum number of workers that you may engage at any one time. Generally, a larger workforce requires more first aid resources.

You should also consider:

- the particular needs of workers who have a disability or a known health concern
- others at your workplace who are not your workers (e.g. students in workplaces such as schools, members of the public in places of entertainment, fairgrounds and shopping centres).

Appendix B provides an example of how to determine first aid requirements.

3. First aid equipment, facilities and training

The information provided in this chapter may be used as a guide to determine the appropriate first aid equipment, facilities, first aiders and procedures needed in various workplaces.

First aid equipment, facilities and first aiders must be accessible to workers whenever they work, including those working night shifts or overtime.

3.1 First aid kits

All workers must be able to access a first aid kit. This will require at least one first aid kit to be provided at their workplace.

Contents

The first aid kit should provide basic equipment for administering first aid for injuries including:

- cuts, scratches, punctures, grazes and splinters
- muscular sprains and strains
- minor burns
- amputations and/or major bleeding wounds
- broken bones
- eye injuries
- shock.

The contents of first aid kits should be based on a risk assessment. For example, there may be higher risk of eye injuries and a need for additional eye pads in a workplace where:

- chemical liquids or powders are handled in open containers
- spraying, hosing or abrasive blasting operations are carried out
- there is any possibility of flying particles causing eye injuries
- there is a risk of splashing or spraying of infectious materials
- welding, cutting or machining operations are carried out.

Additional equipment may be needed for serious burns and remote workplaces.

The recommended content of a typical first aid kit and information on additional equipment is provided in Appendix C.

Design of kits

First aid kits can be any size, shape or type to suit your workplace, but each kit should:

- be large enough to contain all the necessary items
- be immediately identifiable with a white cross on green background that is prominently displayed on the outside
- contain a list of the contents for that kit
- be made of material that will protect the contents from dust, moisture and contamination.

Location

In the event of a serious injury or illness, quick access to the kit is vital. First aid kits should be kept in a prominent, accessible location and able to be retrieved promptly. Access should also be ensured in security-controlled workplaces. First aid kits should be located close to areas where there is a higher risk of injury or illness. For example, a school with a science laboratory or carpentry workshop should have first aid kits located in these areas. If the workplace occupies several floors in a multi-storey building, at least one kit should be located on every second floor. Emergency floor plans displayed in the workplace should include the location of first aid kits.

A portable first aid kit should be provided in the vehicles of mobile workers if that is their workplace (e.g. couriers, taxi drivers, sales representatives, bus drivers and inspectors). These kits should be safely located so as not to become a projectile in the event of an accident.

Restocking and maintaining kits

A person in the workplace should be nominated to maintain the first aid kit (usually a first aid officer) and should:

- monitor access to the first aid kit and ensure any items used are replaced as soon as practicable after use
- undertake regular checks (after each use or, if the kit is not used, at least once every 12 months) to ensure the kit contains a complete set of the required items (an inventory list in the kit should be signed and dated after each check)
- ensure that items are in good working order, have not deteriorated and are within their expiry dates and that sterile products are sealed and have not been tampered with.

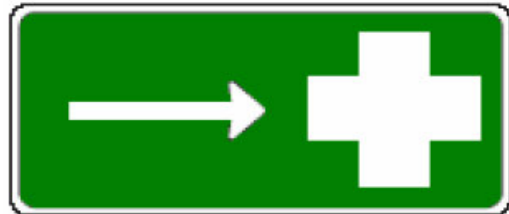
3.2 First aid signs

Displaying well-recognised, standardised first aid signs will assist in easily locating first aid equipment and facilities. Further information on the design and use of signs is available in AS 1319 - *Safety Signs for the Occupational Environment*.



3.3 Other first aid equipment

In addition to first aid kits, you should consider whether any other first aid equipment is necessary to treat the injuries or illnesses that could occur as a result of a hazard at your workplace.



Automated external defibrillators

Providing an automated external defibrillator can reduce the risk of fatality from cardiac arrest and is a useful addition for workplaces where there is a risk of electrocution or where there are large numbers of members of the public.

Automated external defibrillators are designed to be used by trained or untrained persons. They should be located in an area that is clearly visible, accessible and not exposed to extreme temperatures. They should be clearly signed and maintained according to the manufacturer's specifications.



Eye wash and shower equipment

Eye wash and shower equipment may be permanently fixed or portable, depending on the workplace. Eye wash equipment should be provided where there is a risk of hazardous chemicals or infectious substances causing eye injuries.

Immediate access should be provided to shower equipment in workplaces where there is a risk of:

- exposure to hazardous chemicals resulting in skin absorption or contamination from infectious substances
- serious burns to a large area of the face or body (including chemical or electrical burns or burns that are deep, in sensitive areas or greater than a 20 cent piece).

Shower facilities can consist of:

- an appropriate deluge facility
- a permanently rigged hand-held shower hose
- a portable plastic or rubber shower hose that is designed to be easily attached to a tap spout—for small, relatively low risk workplaces where a fixed deluge facility would not be reasonably practicable but the risk of serious burns is still foreseeable (e.g. a fish and chip shop).

Portable, self-contained eye wash or shower units have their own flushing fluid which needs to be refilled or replaced after use. Further guidance is available in AS 4775 – *Emergency eyewash and shower equipment*.

3.4 First aid facilities

A risk assessment will help determine the type of first aid facilities needed. For example, a clean, quiet area within the workplace that affords privacy to an injured or ill person may be suitable and practicable for some workplaces.

Access to a telephone for contacting emergency services or an emergency call system should be provided as part of all first aid facilities.

First aid rooms

A first aid room should be established at the workplace if a risk assessment indicates that it would be difficult to administer appropriate first aid unless a first aid room is provided.

For example, workers who carry out work at workplaces where there is a higher risk of serious injury or illness occurring that would not only require immediate first aid, but also further treatment by an emergency service, may benefit from having access to a dedicated first aid room.

A first aid room is recommended for:

- low risk workplaces with 200 workers or more
- high risk workplaces with 100 workers or more.

The contents of a first aid room should suit the hazards that are specific to the workplace. The location and size of the room should allow easy access and movement of injured people who may need to be supported or moved by stretcher or wheelchair.

The following items should be provided in the room:

- a first aid kit appropriate for the workplace
- hygienic hand cleanser and disposable paper towels
- an examination couch with waterproof surface and disposable sheets
- a cupboard for storage
- a container with disposable lining for soiled waste
- a container for the safe disposal of sharps
- a bowl or bucket (minimum two litres capacity)
- electric power points
- a chair and a table or desk
- a telephone and/or emergency call system
- the names and contact details of first aiders and emergency organisations.

A first aid room should:

- be located within easy access to a sink with hot and cold water (where this is not provided in the room) and toilet facilities
- offer privacy via screening or a door
- have entrances and corridors leading to and from the first aid room that are wide enough to permit transport of injured or ill persons supported by a stretcher, wheelchair and carrying chair, and other people
- be well lit and ventilated
- have an appropriate floor area (refer the Building Code of Australia)
- have an entrance that is clearly marked with first aid signage.

Maintaining a first aid room should be allocated to a trained occupational first aider, except where this room is part of a health centre or hospital.

Health centres

Health centres staffed by a registered health practitioner (a doctor or nurse) or paramedic can provide emergency medical treatment and cater to the types of hazards in high risk workplaces. A health centre may be established in the workplace or, if readily available, external emergency services may be used.

If a health centre is located at the workplace, the facility should:

- be self-contained
- be located at ground level where possible in a quiet, clean area that is a safe distance from hazardous operations and clear of any general thoroughfare
- be convenient and accessible to workers at the times that they work and have an entrance clearly marked with health centre signage
- have walls, floors and ceilings that are made of impervious materials and are easy to clean
- have enough space to accommodate first aid equipment.

3.5 First aiders

WHS Regulation section 42: A person conducting a business or undertaking must ensure that an adequate number of workers are trained to administer first aid at the workplace or that workers have access to an adequate number of other people who have been trained to administer first aid.

First aid in the workplace can be provided in a number of ways:

- Training one or more of your own workers to administer first aid.
- Arranging for a person who does not work for you to administer first aid to your workers provided they have been trained to do so. These may be first aiders of other businesses who share your workplace or other persons who are qualified to administer first aid. This will involve consulting, cooperating and coordinating the access arrangements with the other persons and ensuring that access is available at the times when your workers carry out work (e.g. taking into account any shift work).

-

Types of first aid training

First aiders should hold nationally recognised statement/s of attainment issued by a registered training organisation (RTO) for the nationally endorsed first aid unit/s of competency.

The following list shows currently recognised courses provided by RTOs.

- **Maintain first aid resources and records** – covers the skills and knowledge required to maintain first aid resources and related records. This unit of competency applies to operators who are required to check the availability and condition of supplies and equipment, get resources, clean equipment, dispose of waste, store resources and manage related records. Depending on the workplace organisational structure the person might be responsible for ordering and purchasing equipment/resources or might get resources once they have been purchased. This unit of competency applies to an individual working alone or as part of a team or group and working in liaison with other shift team members. This unit of competency applies in a plant, remote facility or similar where there are first aid stations requiring monitoring.
- **Perform emergency first aid** – covers performing basic emergency first aid, EAR (expired air resuscitation) (EAR) and CPR (cardiopulmonary resuscitation).
- **Provide first aid** – describes the skills and knowledge required to provide a first aid response to a casualty. The unit applies to workers who may be required to provide a first aid response in a range of situations including community and workplace settings.
- **Provide first aid in remote situations** – describes the performance outcomes, skills and knowledge required for providing first aid to a casualty in a remote or isolated area and their

management over an extended period of time until medical assistance arrives or the casualty can be evacuated. This unit applies to those who will be providing first aid in remote settings within the outdoor recreation sector. This may include those undertaking a leadership role in outdoor recreation activities, like bushwalking or other guided activities in remote locations. This may also include those working for private outdoor adventure companies, volunteer organisations, not for profit organisations or government agencies.

- **Provide first aid response in remote or isolated area** – covers the skills and knowledge required, in a remote or isolated area, to provide first aid response, including life support, and to manage casualty(s) until emergency services evacuate the casualty. This unit of competency applies to operators who are required to assess the situation, manage casualty(s), provide first aid until medical or other assistance arrives while factoring in conditions and contingencies arising in a remote/isolated area.
- **Provide initial first aid response** – deals with providing essential first aid in recognising and responding to an emergency using basic life support measures. This competency applies to operators who have a first aid role as part of their job. The 'first aider' is not expected to deal with complex casualties or incidents, but to provide an initial response where first aid is required. In this unit it is assumed the 'first aider' works under supervision, either individually or as part of a team, or according to established workplace first aid procedures and policies.

Additional training for first aiders

First aiders should attend training on a regular basis to refresh their first aid knowledge and skills and to confirm their competence to provide first aid. Refresher training in CPR should be undertaken annually and first aid qualifications should be renewed every three years.

First aiders may also need to undertake additional first aid training to respond to specific situations at their workplace. For example, where workers have severe allergies, first aiders should be trained to respond to anaphylaxis if this topic has not been covered in previous first aid training.

Number of trained first aiders

The following ratios are recommended:

- Low risk workplaces – one first aider for every 50 workers.
- High risk workplaces – one first aider for every 25 workers.

The number and type of trained first aiders can be further refined by following the five-step guide below.

Step 1:

Identify the maximum number of workers at the workplace at any one time.

Step 2:

Consider the nature of the work being carried out at the workplace and determine if your workers are at a high risk of being exposed to hazards that could require immediate first aid treatment.

Step 3:

Determine if the workplace is remote or if access to emergency services is difficult. High risk workplaces that do not have timely access to medical and ambulance services should have at least one first aider for every 10 workers.

Step 4:

Consider the variety of ways that your workers carry out work, for example:

- if a worker spends most, if not all, of their time working alone and in transit – that is their workplace is their vehicle and the places they visit in the course of their work (e.g. couriers, taxi drivers, sales representatives, door-to-door charity collectors and inspectors)
- if a worker's location varies on a regular basis and they often work without supervision (e.g. tradespeople, construction workers in the housing industry, farm hands and cleaners)
- if a worker sometimes works alone for relatively short periods of time (e.g. when opening or closing a business for trade or working back late to meet a deadline).

In these situations, it may not be practicable to have a first aider available at all times at the workplace. However, these workers must be able to access first aid assistance, for example by ensuring they are provided with:

- an effective means of contacting emergency services or first aiders
- information, instruction and training on how to respond if a serious injury or illness occurs.

Step 5:

Before finalising the number of first aiders your workers require access to, consider if there are any other factors that indicate that your workplace needs additional first aiders, for example:

- the arrangement of work (multiple shifts or overtime)
- seasonal work, where there may be a sudden and significant increase or decrease in the number of workers
- where there are large numbers of other persons present on a regular basis (e.g. schools, shopping centres, hotels and function centres)
- workplaces that have unique hazards such as fitness centres, amusement rides and dive schools
- access during times when a first aider is absent (e.g. annual leave).

3.6 First aid procedures

You should develop and implement first aid procedures to ensure that workers have a clear understanding of first aid in their workplace. The procedure should cover:

- the type of first aid kits and where they are located
- the location of first aid facilities such as first aid rooms
- who is responsible for the first aid kits and facilities and how frequently they should be checked and maintained
- how to establish and maintain appropriate communication systems (including equipment and procedures) to ensure rapid emergency communication with first aiders
- the communication equipment and systems to be used when first aid is required (especially for remote and isolated workers). These procedures should contain information about how to locate the communication equipment, who is responsible for the equipment and how it should be maintained
- the work areas and shifts that have been allocated to each first aider. These procedures should contain the names and contact details of each first aider
- arrangements to ensure first aiders receive appropriate training
- arrangements for ensuring that workers receive appropriate information, instruction and training in relation to first aid
- seeking information when a worker commences work about any first aid needs that may require specific treatment in a medical emergency, such as severe allergies. Information about a worker's health must be kept confidential and only provided to first aiders with the worker's consent
- how to report injuries and illnesses that may occur in the workplace
- practices to avoid exposure to blood and body substances – refer to Appendix D
- what to do when a worker or other person is too injured or ill to stay at work (e.g. if they require assistance with transport to a medical service, home or somewhere else where they can rest and recover)
- access to debriefing or counselling services to support first aiders and workers after a serious workplace incident.

Record-keeping

A record of any first aid treatment given should be kept by the first aider and reported to managers on a regular basis to assist reviewing first aid arrangements. First aid treatment records are subject to requirements under Health Records legislation.

Procedures and plans for managing an emergency

WHS Regulation section 43: A person conducting a business or undertaking must ensure that an emergency plan is prepared for the workplace that provides procedures to respond effectively in an emergency.

The emergency procedures must include:

- an effective response to an emergency situation
- procedures for evacuating the workplace
- notification of emergency services at the earliest opportunity
- medical treatment and assistance, and
- effective communication between the person authorised by the person conducting the business or undertaking to co-ordinate the emergency response and all persons at the workplace.

You may incorporate your first aid procedures into your emergency planning procedures. Emergency procedures should specify the role of first aiders according to their level of qualification and competence. In particular, first aiders should be instructed not to exceed their training and expertise in first aid. Other staff, including supervisors, should be instructed not to direct first aiders to exceed their first aid training and expertise.

Further guidance on emergency plans and preparing emergency procedures is in the *Managing the work environment and facilities code of practice*.

3.7 Providing first aid information

You must provide information about first aid to your workers so that they know what to do and who to contact if they are sick or injured.

Information should be easy to understand, accessible and should take into account the language and literacy levels of your workers. Information may be given using verbal methods (e.g. explanations and demonstrations) or visual methods (e.g. videos and posters).

The information and instruction on first aid should include:

- the location of first aid equipment and facilities
- the names and location of persons trained to administer first aid
- the procedures to be followed when first aid is required.

The information and instruction should be provided as part of workers' induction training and when there are any changes, for example in the location of first aid facilities or in the names, locations or contact details of first aiders.

4. Reviewing your first aid requirements

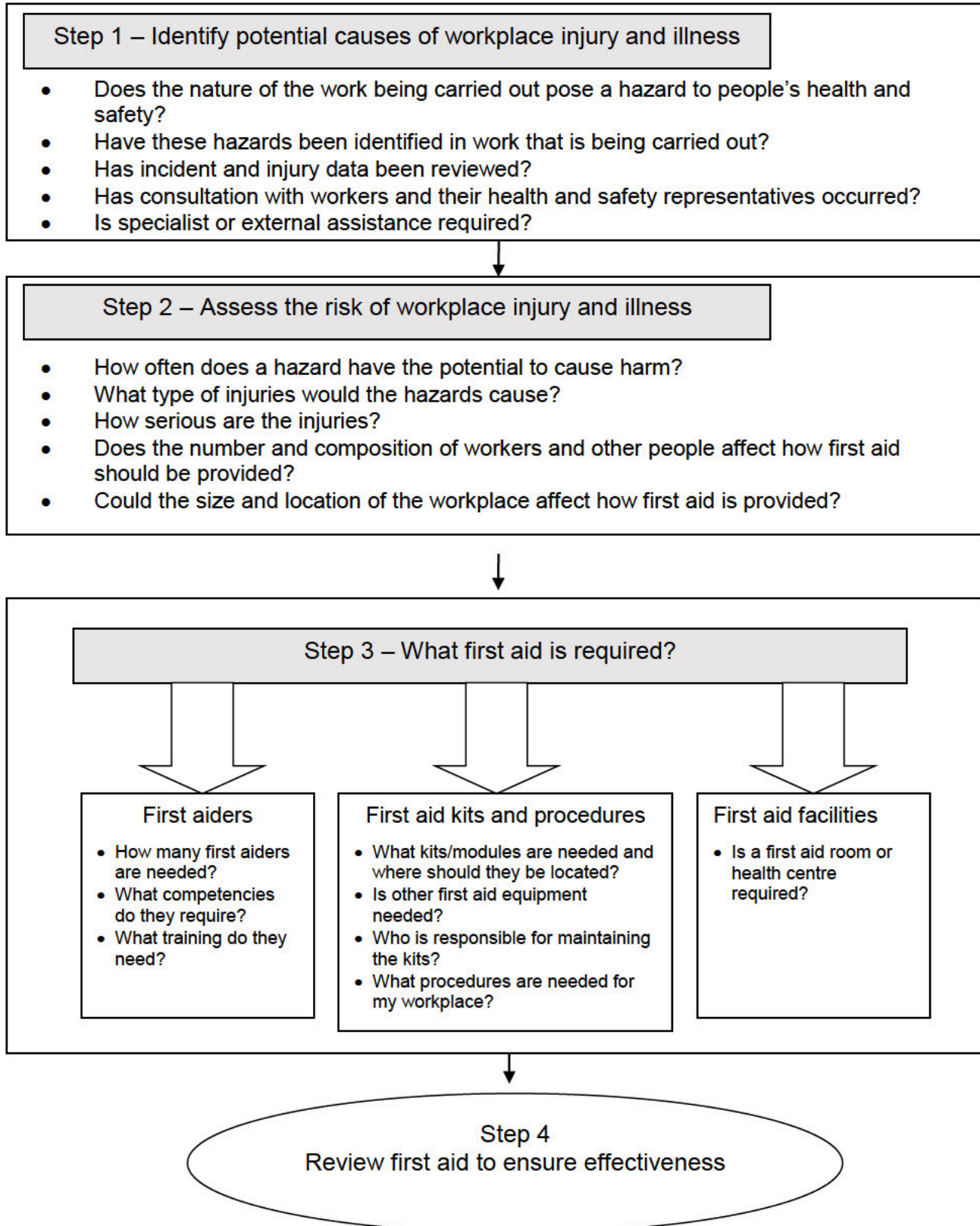
You should regularly review your first aid arrangements in consultation with your workers to ensure they remain adequate and effective.

- Check that the people who have responsibilities under your first aid procedures are familiar with them.
- If the way work is performed is changed, or new work practices introduced, review first aid against a risk assessment to ensure the arrangements are still adequate.
- Organise a mock first aid emergency to check that first aid is effective. Check that kits and first aid rooms are accessible and suit the hazards that are unique to your workplace.
- If an incident has occurred that required first aid, evaluate the effectiveness of the first aid that was provided and make changes if necessary.
- If new information is obtained about a previously unidentified hazard, review the first aid measures you have put in place.

The following questions can assist you to review first aid and assess whether improvement is needed:

- Do the first aid kits and modules suit the hazards at your workplace?
- Are more first aid kits required?
- Are first aid kits accessible to workers?
- Are first aid kits well maintained and identifiable to workers?
- Is a first aid room or health centre required?
- Are first aid facilities well maintained?
- Do first aiders have the skills and competencies required of them and are their skills up-to-date?
- Do workers know how to access first aiders?
- Are more first aiders needed?
- Do workers have access to first aiders at all times?
- Do workers and other people know what to do in an emergency situation?
- Is there easy access for emergency services, such as parking for an ambulance?

Appendix A – First aid and the risk management process



Appendix B – Example of a first aid assessment

This assessment of first aid requirements is included as an example only. It does not reflect the consultative processes that must occur or detail the assessment of each identified hazard.

ABC company - Office and manufacturing operation		
The size and location of the workplace		
Number of floors	2	
Access between floors	Lifts and stairs	
Nearest hospital	6 kilometres	
Nearest medical or occupational health service	2 kilometres	
Maximum time to medical service	15 minutes	
The number and composition of the workers and other persons at the workplace		
Number of workers	80 (15 office / 65 factory)	
Number of other persons	2 to 5 visitors per day	
Shifts	3	
Overtime worked	Yes – regularly	
Remote or isolated workers	None	
Injuries, illnesses and incidents		
Last 12 months' claims data	5 × abrasions 3 × falls	
Incidents not resulting in injury	Incident where a trolley carrying disinfectants overturned.	
Other	Worker handling a solvent reported symptoms of eye irritation and dizziness.	
Nature of the work being carried out and the nature of the hazards at the workplace		
Hazards	How the hazard could cause harm	Likelihood of occurrence and degree of harm
<ul style="list-style-type: none"> • Hazardous chemicals: <ul style="list-style-type: none"> - Solvents - Disinfectants 	<ul style="list-style-type: none"> • Respiratory illnesses, cancers and dermatitis 	<ul style="list-style-type: none"> • Possible risk of daily exposure to hazardous chemicals for two cleaners. Good ventilation is provided. Protective equipment such as gloves and aprons are used by workers.

<ul style="list-style-type: none"> Noise Manual handling 	<ul style="list-style-type: none"> Hearing damage Muscular strain 	<ul style="list-style-type: none"> Possible risk of daily exposure to noise for 65 factory workers. Low noise emitting machines have been purchased. Protective equipment such as ear plugs is used by workers. Low risk of daily exposure to manual handling risks. Mechanical aids, work station alterations and systems of work significantly eliminate and reduce risk.
Do safety data sheets and labels specify a first aid response?		Yes – seek medical assistance if chemicals are inhaled or ingested
Required first aid		
Number of first aiders needed		Nine – minimum three per shift (one for office and two for the plant).
Training and competencies for first aiders		<i>Applied first aid</i> : providing competencies to recognise and respond to common life-threatening injuries or illnesses using cardiopulmonary resuscitation (CPR) and other first aid procedures, and provide appropriate first aid for a range of injuries and illnesses.
Number and location of kits		Five kits: one on the office floor and four on the factory floor.
Contents of first aid kits and modules		Standard workplace kit, with burns module and eye module.
Kit maintenance		Tasked to six first aiders.

Appendix C – Example of contents for a first aid kit

For most workplaces, a first aid kit should include the following items:

A first aid kit for a workplace where the risk of injury or illness is low should include at least the following:

- **Instructions for providing first aid** – including cardio-pulmonary resuscitation (CPR) flow chart.
- **Adhesive strips** (assorted sizes) for minor wound dressing.
- **Splinter probes** (single use, disposable).
- **Non-allergenic adhesive tape** for securing dressings and strapping.
- **Eye pads** for emergency eye cover.
- **Triangular bandage** for slings, support and/or padding.
- **Hospital crepe or conforming bandage** to hold dressings in place.
- **Wound/combine dressings** to control bleeding and for covering wounds.
- **Non-adhesive dressings** for wound dressing.
- **Safety pins** to secure bandages and slings.
- **Scissors** for cutting dressings or clothing.
- **Kidney dish** for holding dressings and instruments.
- **Small dressings bowl** for holding liquids.
- **Gauze squares** for cleaning wounds.
- **Forceps/tweezers** for removing foreign bodies.
- **Disposable nitrile, latex or vinyl gloves** for infection control.
- **Sharps disposal container** for infection control and disposal purposes.
- **Sterile saline solution or sterile water** for emergency eye wash or for irrigating eye wounds. This saline solution must be discarded after opening.
- **Resuscitation mask** to be used by qualified personnel for resuscitation purposes.
- **Antiseptic solution** for cleaning wounds and skin.
- **Plastic bags** for waste disposal.
- **Note pad and pen/pencil** for recording the injured or ill person's condition and treatment given.
- **Re-usable ice-pack** for the management of strains, sprains and bruises.

Medication, including analgesics such as paracetamol and aspirin, should not be included in first aid kits because of their potential to cause adverse health effects in some people including asthmatics, pregnant women and people with medical conditions. The supply of these medications may also be controlled by drugs and poisons laws. Workers requiring prescribed and over-the-counter medications should carry their own medication for their personal use as necessary.

Some types of workplaces may require additional items to treat specific types of injuries or illnesses.

Outdoor work

If work is performed outside and there is a risk of insect or plant stings or snake bites, assess whether the following items should also be included in the first aid kit:

- a heavy duty crepe bandage
- sting relief cream, gel or spray.

Remote work

Where people work in remote locations, a first aid kit should include:

- heavy smooth crepe roller bandages, 10cm wide and sufficient quantity to bandage lower limbs to immobilise limb after a snakebite
- splint to immobilise limb after a snake bite or fractures

- hydrogel burn dressings if there is no cool water supply
- large clean sheeting (for covering burns)
- thermal/emergency blanket for the management of shock and to assist portability of a patient
- first aid manual or book
- whistle (for attracting attention)
- torch and/or flashlight for use at night and for attracting attention.
- note pad and pen/pencil for recording the injured or ill person's condition, and treatment given.

The appropriate contents will vary according to the nature of the work and its associated risks.

Burn injuries

If your workers are at risk of receiving burns, you should include the following items:

- burn treatment instructions on two water-proof instruction cards: one for the first aid kit and the other to be located on the wall next to the emergency shower or water supply
- hydro gel (8 × 3.5gram sachets)
- hydro gel dressings
- clean polythene sheets (small, medium and large)
- 7.5cm cotton conforming bandage.

Appendix D – Standard precautions for infection control

First aiders should take standard precautions to avoid becoming ill and exposing others to illness when handling blood or body substances. Standard precautions are work practices that are applied to all patients and their blood and body substances, regardless of their infectious status, to ensure a basic level of infection prevention and control. Standard precautions include hand hygiene, use of personal protective equipment, appropriate handling and disposal of sharps and waste, cleaning techniques and managing spills of blood and body substances.

Providing first aid safely

Before providing first aid to an injured or ill person, first aiders should assume they could be exposed to infection. First aiders should wash their hands with soap and water or apply alcohol-based hand rub before and after administering first aid. First aiders should also wear personal protective equipment to prevent contact with blood and body substances, including disposable gloves. Eye protection, a mask and protective clothing may also be necessary if splashes of blood or body substances are likely to occur.

You should establish procedures to avoid workers becoming ill and exposing others to illness when handling blood or body substances. Procedures could include:

- proper hand hygiene practices
- how to handle and dispose of sharps
- how to clean surfaces and reusable equipment
- how to manage spills and handle and clean soiled laundry
- how to handle and dispose of waste
- when to use personal protective equipment (e.g. using resuscitation masks for cardiopulmonary resuscitation).

First aiders should be aware of what to do if they have accidental contact with blood or body substances, a sharps injury or contact with a person known to have a contagious illness. Any part of the body that comes in contact with blood or body substances should be washed with soap and water immediately. Prompt medical advice should be obtained.

All first aiders should be offered hepatitis B virus vaccination.

Contaminated items

All items that are soiled with blood or body substances should be placed in plastic bags and tied securely. Waste disposal should comply with any state or local government requirements.

Sharps, including scissors and tweezers, that have become contaminated with blood or body substances should be disposed of in a rigid-walled, puncture-resistant sharps container by the person that used them. The materials, design, construction, colour and markings of sharps containers should comply with:

- AS 4031– *Non-reusable containers for the collection of sharp medical items used in health care areas*
- AS/NZS 4261– *Reusable containers for the collection of sharp items used in human and animal medical applications.*

If a first aider sustains a sharps injury or thinks they are at risk of infection from blood or bodily fluid contamination, they should seek prompt medical advice.

Cleaning spills

Cleaning should commence as soon as possible after an incident involving blood or body substances has occurred. First aiders should wear disposable gloves when cleaning spills and if splashes of blood or body substances may occur, additional protective equipment such as eye protection, plastic aprons and masks should be worn. Surfaces that have been contaminated with blood or body substances should be wiped with paper towelling and cleaned with warm soapy water. It is generally unnecessary to use sodium hypochlorite (chlorine bleach) for managing spills but it may be used in specific circumstances, for example if the surface is hard to clean.

Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-5 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



.....

Karim De Ridder



.....

Witness

Inspectorate Policy and Support Advice

24 June 2019

The following advice is based on a specific inquiry and caution should be applied regarding the application in different circumstances. The advice is based on WHS and ES Legislation, Codes of Practice, relevant standards, industry practice and departmental positions current at the time of writing. OIR staff should exercise their own skill and care with respect to the use of this advice. The advice was given in accordance with organisational expectations and priorities at that time and these may have changed since the advice was given. You must ensure that any changes, to which this advice is based on, are fully considered before use.

Using 'soft' barriers to isolate edges when working on roofs

Compliance and Field Services (CFS) has reported PCBUs on some construction projects are using soft barriers (such as para-webbing or flagging tape attached to bollards) on large roof areas to control the risk of falls.

Question

Are 'soft' barriers, cordoning off an exclusion or 'no go' zone at the edge of a large, flat roof, an acceptable control measure for workers on the roof?

IPS Response

Where a risk of a fall from one level to another exists, then a 'soft barrier' would not be a suitable control measure. Sections 78 and 79 WHS Reg specify the duties of a PCBU at a workplace in relation to the risk of a fall (including working *in the vicinity of* an edge over which a person could fall (ss.78(2)(b)). Subsection 78(4) requires a PCBU to provide a safe means of entry and exit from the workplace.

Sections 306C and 306D Work Health and Safety Regulation 2011 (WHS Reg) specify the duties of PCBUs doing **construction work** *during which a person could fall*.

Every situation needs to be risk assessed to determine whether there is a risk of a fall, and if not, in the circumstances, whether soft barriers are an acceptable control. The following factors need to be considered:

- **Is the roof flat or sloped?** A roof sloping towards the edge is more likely than a flat roof or a roof sloping inward to create the risk of a worker sliding underneath a soft barrier and into the excluded zone. The presence of early morning dew or another slippery substance on the roof surface may also increase fall risk.
- **Is safe access to the roof provided?** s.78(4) WHS Reg.
- **Where is the work being performed?** If the work is conducted towards the centre, or a significant distance from the edge of a flat roof, a soft barrier could be an acceptable work environment control, alerting workers not to enter an area they do not need to be in.
- **What type of work is being performed?** If there is not a risk of a fall, and it is short term work, the use of a soft barrier and signage to create an exclusion zone may be acceptable.
- **Is the barrier at least 1m high and 2m from the edge, self-supportive and sturdy enough to avoid displacement, and include clear signage?** Unless the barrier meets all these requirements, it is unlikely to be acceptable, even on a flat roof.

- **Were workers consulted on the control and is adequate supervision provided to ensure no unauthorised access occurs?** Control measures need to be both installed and used correctly (s.37 WHS Reg).

The [Safe Work on Roofs Information Sheet](#) available on the Safe Work Australia website, provides that:

For minor roof tasks of short duration (less than a couple of hours) that are carried out in good weather conditions on a standard single storey roof where the roof itself is flat or almost flat, structurally stable and non-slippery, safe work procedures (e.g. ensuring workers maintain a 2-metre distance from all exposed edges when working on the roof) and the safe use of ladders may be sufficient to minimise the risk of a fall.

Consultation

IPS consulted with Construction Compliance and Field Services.

Further Information

[Managing the risk of falls at workplace Code of Practice 2018](#)
[Formwork Code of Practice 2016](#)

Email: Inspectoratepolicyandsupport@oir.qld.gov.au

Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-6 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



.....

Karim De Ridder



.....

Witness

From: Karim De Ridder
Sent: Tuesday, 21 March 2017 3:17 PM
To: Peter Twigg
Cc: Shannon Farrington; Frank Honsa; Paul Smith (WHS)
Subject: RE: Keir Site
Attachments: JSA-WMS 301 Working at Heights revised.docx

Hi Peter,

No problems, notices to be issued were relating to the following:

- SWMS for Working at heights - reflect control measure being used as observed on site today (flag-line showing live edge). This was complied with prior to issuing the notice after receiving the "updated" copy of the SWMS at 10:32am this morning following the initial site visit. I have attached a copy of this updated document for your perusal.
- Testing of Emergency procedure (Section 43 - Duty to prepare, maintain and implement emergency plan. This will be issued ASAP (this afternoon)

Further enquires with regards to section 42 - Duty to provide first aid on the second site visit this afternoon, Myself and Frank Honsa were satisfied that the legislation was adhered to evidence by access to clean water, well equipped and maintained first aid kit, multiple trained first aiders and cool quite location to provide first aid if required to be done away for the incident location. Advice was provided to the PCBU to have access to a fold up table/bench for first aid situations requiring a supine position (eg lower leg injury etc)

Kind regards Karim

Karim De Ridder
Senior Inspector
North Queensland Region
Workplace Health and Safety Queensland
Office of Industrial Relations / Queensland Treasury
5b Sheridan Street Level 6 William McCormack Place
PO Box 5464, Cairns Qld 4870

Telephone [REDACTED]
Email: Karim.[REDACTED]

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From: Peter Twigg
Sent: Tuesday, 21 March 2017 2:41 PM
To: Karim De Ridder [REDACTED]
Cc: Shannon Farrington [REDACTED]; Paul Smith (WHS)
[REDACTED]
Subject: Keir Site

Afternoon Karim

I know that you are doing your report from today.

Can you please tell me what notices were issued at Keir site today?

I know that you said that the SWM issue was rectified, can you please explain so that I can when the question is asked.

Thanks

Kind Regards

Peter Twigg
A/Director Construction Strategy and Compliance
Workplace Health and Safety Queensland
Office of Industrial Relations
Queensland Treasury
Citilink Building
153 Campbell Street, Bowen Hills
Phone: [REDACTED]
Mobile: [REDACTED]
peter.[REDACTED]

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Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-7 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



.....
Karim De Ridder



.....
Witness

From: Karim De Ridder [REDACTED]
Sent: Wednesday, 22 March 2017 3:25 PM
To: Julie Nielsen
Cc: Shannon Farrington; Paul Smith (WHS); Frank Honsa
Subject: update KEIR QLD PTY LTD - 532 Mulgrave Road, Earlville, QLD, 4870 - CFMEU Interaction.
Attachments: Employer history CISR 532 Mulgrave Rd, Earlville..pdf; FrankNotes.pdf; Improvement notice Emergency evacuation testing notice.pdf; JSA-WMS 301 Working at Heights revised.docx; Karim De Ridder Inspector notes.pdf; RE Keir Site.txt; Site visit activites KEIR.docx

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Julie,

As requested, attached is a copy of the following:

- Notebook notes Myself and Frank HONSA
- Employer history dump from CISR showing current records in regards to interactions on site (Frank HOSNA's activity reflects the conversation he had with a Michael ROWBAR)
- Improvement notice – testing of emergency evacuation procedures
- Revised SWMS in regards to control of “working at heights” – complete prior to issuing improvement notice (change is highlighted)
- Word document with outline of site visit (reflected in CISR activities also)
- Email response to Peter TWIGG in regards to compliance and reasons of why an Improvement notice was not issued in regards to capacity to administer first aid.

Any further information required please let me know, there is a selection of photos and further communications with the PCBU regarding compliance located on the G-Drive folder (located in the Cairns Events file in my personal 2017 folder).

Kind regards Karim

Karim De Ridder
Senior Inspector
North Queensland Region
Workplace Health and Safety Queensland
Office of Industrial Relations / Queensland Treasury
5b Sheridan Street Level 6 William McCormack Place
PO Box 5464, Cairns Qld 4870

Telephone [REDACTED]

Email: [REDACTED]

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REPORT: CIRR00010

Employer History

PARAMETERS: Detailed

USERNAME: [REDACTED]

DATE CREATED: 22-MAR-2017 03:15 PM

Employer Location

Legal Name	KEIR QLD PTY LTD		
ABN	67159265139	Employees:	Special Interest Flag:
Trading Name			
Address	532 MULGRAVE RD , EARLVILLE, 4870		

ANZSIC Codes

Code	Description
3020	NON-RESIDENTIAL BUILDING CONSTRUCTION

Assessments

Assessment Id	Start Date	Completion Date	Inspector
397257	21/03/2017		KARIM DE RIDDER

Description

Assessment Codes

Code	Description	Type
CONFALLS	CONSTRUCTION FALLS FROM HEIGHTS	TARGETED ASSESSMENT
CONHOUSE	CONSTRUCTION HOUSEKEEPING	TARGETED ASSESSMENT
CONMOBPLT	CONSTRUCTION MOBILE PLANT	TARGETED ASSESSMENT
UNIONQ	RESPONDING TO UNION CONCERNS	GENERAL ASSESSMENT

Assessment Activities

Id	Date	Description	Inspector	Note book
1871102	22/03/2017	EMAIL	KARIM DE RIDDER	15 11

Description Email revived from Aaron GIBBS, attached evidence of toolbox talk concerning the use of delineation lines. copy of tool box talk record attached.

Outcomes Email from Aaron GIBBS, attached evidence of tool box talk.

1870988	21/03/2017	EMAIL	KARIM DE RIDDER	15 11
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Description Improvement notice issued to Aaron GIBBS, #11052381 in regards to testing of the emergency evacuation procedures. Also provided advice and followed up previous communications had while on site. Confirmed that a Improvement notice would no longer be issued in relation to updating the SWMS due to compliance being demonstrated before the notice was created.

Outcomes email provided to Aaron GIBBS, follow up of the site visits, attached improvement notice in relation to the Evacuation procedures.

1870910	21/03/2017	SITE VISIT (NO INSP REPORT)	FRANK HONSA	477 19, 20
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Description Arrived on site with Senior Inspector Karim DeRIDDER and met with Barry HIGGINS(CMFEU), Roley CUMMINGS (CMFEU), Cambell BALDERSON and Aaron GIBBS (KEIR CONSTRUCTIONS). We all moved into the site office and had a discussion, CUMMINGS raised the following issues:

- 1) Ladder access and delineation on the front platform at 1.8m - Ladders were securely tied to the structure, protruded over a metre above the platform and were industrial rated. The delineation to ladders and edge was 2 metres from the edge.
- 2) First Aid facility, CUMMINGS suggested a dedicated room was required. - GIBBS showed us an appropriate medical kit with up to date contents, and stated that 3 staff members were certified first aiders, the office area where the first air kit was kept had drinking water and was air-conditioned.
- 3) Access and delineation on mezzanine floor. Access to mezzanine floor was via stairwell, which lead to a delineated work area also two metres from the live edge. Most of the work on mezzanine floor level had been completed, apart from some plumbing near the back wall. There were no workers on the mezzanine floor at the time of our visit.
- 4) Emergency plan and regular testing. - GIBBS showed us the emergency evacuation plan and stated that they had had two actual emergencies on site where the ambulance was called. One emergency was for heat stroke and the other for diabetes, neither emergency required hospitalisation.
- 5) CUMMINGS stated that a stretcher stairwell was required to gain access to the roof and that scissor-lift access was not adequate. GIBBS explained the scissor-lift access procedure where by access was via a gate in the edge protection which was closed when not scissor-lift was removed. GIBBS also stated that they used two dedicated scissor-lifts for roof access.

Outcomes After our discussion in the office were invited by GIBBS to inspect the site. Michael ROWBAR (CFMEU) joined us outside the office and stated the following:-

- 1) He had been talking to Simon BLACKWOOD and had informed him that Karim and I were a disgrace to WHSQ and should be sacked.
- 2) That Karim and I were "DOGS" and that it is our fault that the standard of safety in Cairns is so disgraceful.
- 3) That Karim and I were not worth talking to and that he would not be bothered inspecting the site with us as it would be a waste of his time.

Karim DeRIDDER and I went on the site inspection with GIBBS after the UNION representatives left. Issues that we raised were actioned while we were present, this included removing building material that was stacked against the front platform. DeRIDDER inspected the builders WMS for work at height and advised that method of delineation in regard to a live edge be documented in it. DeRIDDER had stated he would issue a notice in this regard, however GIBBS and the emailed the up-dated WMS to DeRIDDER before we could return to the office.

During our site visit, DeRIDDER was fielding several phone calls from Peter TWIGG acting Director Construction Strategy Group. TWIGG directed us to leave site and attend the JCU site where ADCO were having issues with other union representatives.

1870907	21/03/2017	SITE VISIT (NO INSP REPORT)	KARIM DE RIDDER	15 8-10
---------	------------	-----------------------------	-----------------	---------

Description Re-visit to site on response to Peter TWIGGS request due to further interest being reported in actions taken while on site. Attended again with Frank HONSA, met with Aaron GIBBS again in regards to following up the site visit this morning. Discussed further enquires and directions given from above, stated that an improvement notice was requested to be issued in relation to testing of emergency procedures specifically. Re-assessment of the first aid supplies on site, again confirmed that the first aid kit was well stocked, had been recently re-stocked and also that there were facilities to effectively treat workers on site in regards to first aid incidents. Again no concerns with regards to the first aid facilities on site, provided advice regarding having options to treat a worker if required to be placed supine position (fold up bed or bench). stated that as this wasn't regulated, this was optional however advised that this would be an effective way to treat injuries.

REPORT: CIRR00010

Employer History

PARAMETERS: Detailed

USERNAME: [REDACTED]

DATE CREATED: 22-MAR-2017 03:15 PM

further discussion in regards to Falls from one level to another. Aaron stated that they had ordered in solid handrails to be erected for the lower level access are in front of the office. Further discussion regarding the mezzanine level controls, also plans for the construction of the AC units on the roof with regards to controls for falls and emergency evacuation processes.

No other issues discussed, left site and stated that the Improvement notice would be issued in regards to the emergency evacuation testing, ensure they listed the past 2 incidents in relation to this.

left site and returned to office.

Outcomes Site visit, re-assessed first aid and evacuation processes, Improvement notice to be issued under direction of Peter TWIGG in relation to testing of Evac procedures. no further issues identified requiring notices to be issued. Advice given regarding improvements to the first aid facilities.

1870894 21/03/2017 PHONE CALLS KARIM DE RIDDER 15 7-8

Description A number of phone calls received from Peter TWIGG, Discussions regarding issues raised by the CFMEU representatives. TWIGG requested a improvement notice be issued in regards to 'testing of emergency procedures' part of section 43(1)(b). Stated that if that was required then I would issue the notice, stated that it was of my view initially that the 2 first aid incidents they had had previously was sufficient to test the emergency procedures.

TWIGG also stated that if the first aid supplies and conditions of facilities were not sufficient that a notice should be issued in regards to this. Stated that I would have an in-depth assessment of their first aid supplies and look at rooms etc.

Outcomes phone call discussion with Peter TWIGG

1870867 21/03/2017 SITE VISIT KARIM DE RIDDER 14,15 156, 1-6

Description On exiting the office I received a phone call from Peter TWIGG stated he required attendance to further union matters at ADCO University site, stated that we would finish up here and continue to that ASAP. Prior to the start of the walkthrough, CUMMINGS, HIGGINS and another unidentified CFMEU representative walked off site out the gate, Frank had stated that he had opened an invitation to walk around site however the representative voiced a number of profanities and stated that it would be no use walking around site with them.

Conducted a walkthrough of the site with Aaron GIBBS, identified some minor issues with regards to a Temp board, recommended some changes by the electrician in regards to tie bar installed below the board, some power points replaced which had received some heat. Aaron stated that the electrician had already tested the outlets and stated they were safe for use, indicated it was better replacing them.

Transverse the tied ladder, found the access to be sufficient for access by personnel and the flag line set up showing the live edge adequately at time of site visit. Overlap of the ladder was also sufficient. Attended the main floor level, identified a mezzanine floor which also had flag-lines set up off the live edge. Unable to access the mezzanine floor due to concreting activities on the access stairs, discussed the control and pointed out some areas that the flag line was too close to the edge (anchorage on some steel work), stated that the flag line was to be maintained to the appropriate distance (minimum 1.8m) and ensure that this was again contained in the SWMS which I request to view after finishing the walkthrough. Satisfied that no work was occurring today on the floor and previous work was next to the building wall which was did not display a risk to falls. Works on site occurring including floor polishing, minor concreting (stairs and driveway) and some painting and sheeting activities on the internal of the building.

Observed a scaffolded lift well, discussed the status of construction which Aaron stated that this was complete and capped above, waiting on the scaffolders to strip. no issues identified with regards this.

Observed access to vehicles to the left side of the building at various locations.

Attended the site office to verify the content of the SWMS for work at heights, noted that there was no mention of flag-lines being used, requested that this be updated and included on the SWMS and reflected to workers via a tool box talk. Stated that an Improvement notice would be issued in regards to this, provided a business card with contact details to Aaron, stated that he would get right on to this. No other issues identified regarding the rest of the site visit and concerns raised at time of site visit. Left site and continued to another site.

Outcomes Met with representatives from KEIR Constructions and CFMEU

Observation (1) Access to main work deck from site office and crib rooms was via three secured ladders strapped to the slab, a tape/bollard system was erected to identify a live edge with risks from falls from one level to another. CUMMINGS and HIGGINS stated they did not like this and it was illegal. On observations of the set up at time of site visit, discussed the risk assessment process and hierarchy of controls, stated that if maintained and identified in there SWMS then this was acceptable controls. HIGGINS and CUMMINGS were not happy with this determination.

(2) CUMMINGS stated that the construction site did not have a sufficient evacuation procedures and plan, no mock runs had been conducted. On discussion with GIBBS and BAULDERSTONE it was identified that a plan was in site on the site office wall, all workers were inducted into the emergency procedures and identified areas of evacuation points identified on the plan, GIBBS produced a copy of the Induction check form which confirmed the induction process as covering this. In regards to evacuation mock runs, GIBBS stated that they had already had 2 first aid incidents on site which required the evacuation processes to be tested, no problems raised from this and was successful in testing the processes (the two incidents were glucose issue and heat exhaustion).

(3) CUMMINGS stated that the first aid facilities were not adequate as the workplace didn't have first aid room. Discussed the facilities with BAULDERSTONE and GIBBS. Both representatives stated that either the site office or lunch room was designated as possible locations of first aid treatment if it wasn't able to be done at place of injury, observed a well-stocked first aid kit located in the site office, noted that the kit had been updated recently (13/3/17). Observed water fountain close by, noted that another water container was located in the site office. Personnel on site did not number over 30 at one time, discussed first aid trained personnel on site of which GIBBS and an offsider stated they were nominated as first aiders and had been trained in December to conduct that activity. Stated to CUMMINGS that this was sufficient in regards to legislation, no requirement of a first aid room was stipulated in legislation concerning this workplace. CUMMINGS again wasn't happy with this. Last comments discussed in the office related to access and egress to the roof area in regards to when the roof was laid, GIBBS and BAULDERSTONE stated that full handrails were erected and access was conducted by way of scissor lift to the roof where handrail openings were provided by slide rail, scissor was brought to level and door opened allowing access. Stated that I was satisfied that this was safe access and egress to the roof area and that emergency processes also using the scissor was sufficient which was also proved when a roofer had a glucose issue and was removed from the roof via help from 6 other workers into the scissor and brought to ground. CUMMINGS and HIGGINS were very unhappy with this response at which HIGGINS left the room exclaiming that this was "bullshit". CUMMINGS stated that this was contrary to any advice he had received from other inspectors and mentioned that Helen BURGESS as stated this wasn't allowed. After further discussion I indicated that we would agree to disagree on this aspect and complete a walkthrough on site together. CUMMINGS stated that overall the worksite was "clean" apart from the issues raised.

Outcomes of Inspector Intervention (1) Intervention required for use of delineation flag line due to not being contained in SWMS (Improvement notice planned)
(2) Emergency plan, processes and outcomes of real life situations looked at as adequate to comply with regulations
(3) First aid facilities identified as compliant with regulations

1870855 21/03/2017 PHONE CALLS FRANK HONSA 477 19

REPORT: **CIRR00010** **Employer History**

PARAMETERS: **Detailed**

USERNAME: XXXXXXXXXX

DATE CREATED: **22-MAR-2017 03:15 PM**

Description Call from Peter TWIGG
Outcomes Requesting I go to KEIR Construction site in Earlville, I advised that Senior Inspector Karim DeRIDDER and I were on our way.
1870832 21/03/2017 PHONE CALLS FRANK HONSA 477 18

Description Call from Russell KIER who requested assistance at Earlville Construction site in regard to UNION representatives on site.
Outcomes Discussed request with Shannon FARRINGTON OM, Senior Inspector Karim DeRIDDER to accompany me.
1870710 21/03/2017 SITE VISIT (NO INSP REPORT) KARIM DE RIDDER 14,15 156, 1-6

Description Site visit with Inspector Frank HONSA to Keir Constructions site located at 532 Mulgrave Road, Earlville. Attendance in response to assistance required of an inspector in regards to Union interaction - CFMEU. Attended site and met with CFMEU representatives Roley CUMMINGS and Barry HIGGINS, also KEIR representatives Aaron GIBBS and Cam BAULDERSTONE. Attended the site office to discussed the reason for request of entry. Points raised by CUMMINGS were as follows:
 (1) Access to main work deck from site office and crib rooms was via three secured ladders strapped to the slab, a tape/bollard system was erected to identify a live edge with risks from falls from one level to another. CUMMINGS and HIGGINS stated they did not like this and it was illegal. On observations of the set up at time of site visit, discussed the risk assessment process and hierarchy of controls, stated that if maintained and identified in there SWMS then this was acceptable controls. HIGGINS and CUMMINGS were not happy with this determination.
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Outcomes continued in next activity..

Assessment Notices						
No	Notice Description	Served Date	Required Date	Compliance Date	In Force Until	Inspector
1052381	Improvement Notice	21/03/2017	04/04/2017			KARIM DE RIDDER
Legal Section	RWN 43(1)	EMERGENCY PROCEDURES, PLANS, EQUIPMENT			WORK ENVIRONMENT	
Comments	(b) testing of emergency procedures including timeframes of testing					

Date now set for 1st of August 2017.

21/3/17 0847 am 532 Mulgrave Rd, Erlville, Old, 4870. Attended with Frank Honsa. Attended the Keir Old Pty Ltd, site construction of Chemst. Tilt up panels. met with CFMRU representatives Roley Cummings and Barry Higgins. Discussed issues including → ① Falls from one level to another, ② First Aid & Emergency evap process, ③ access to roof areas.

Roley stated that he wasn't happy with the controls in place @ front of site shed. - a tape had been set up on bollards highlighting the live edge showing a delineation line of a fall risk of one level to another of approx 1.9 - 2m. Stated that this was a sufficient control measure that has been accepted even though it is a low order control. Stated that this must be maintained to a level acceptable if they continue to be blown over

COMPLETED AND HANDED IN TO
THE DISTRICT OFFICER IN CHARGE

AT

ON

SIGNED

RECEIVED BY

SIGNED

DATE

Discussed the first aid issue raised -> Aaron stated that himself and 2 others were first aid trained, they had a well stocked first aid kit; able to be treated if required in the crib room or site office which had access to clean water etc. Roy was not happy with the response however was unable to confirm what he required from the PCBU. Myself and Frank observed the facilities provided, noted they had been also restocked recently with a re-stock date entered and recorded on the lid of the box. Aaron stated that they had recently had 2 first aid incidents on site where they successfully acted upon on those systems. A roofer had a glucose issue (was a diabetic) and suffered a fit, was moved by the 6 workers to the scissor lift, the first aid kit was taken up however he was taken to the crib room and given coke and chocolate. Also had a heart stroke issue where an ambulance had responded and resulted in him traveling to the

hospital for treatment. Aaron stated that they had no issues with the way the emergencies were conducted and were happy with the way the workers alerted them etc.

Aaron stated they had not done a mock run through of the emergency procedure, although having the 2 "true" emergency events were productive in showing the procedures in works.

Conducted a walkthrough of site, Frank spoke to Roy, Barry and another CFMEU official of whom I was unaware of who he was, while on a phone call with Peter Twigg, on completion of the call, observed the CFMEU officials leave site, one returned briefly to take some photos and was or appeared to be unhappy. Frank stated that he had asked them to join and walk around the site however was told they would leave as we were "Dog's" and not concerned about WH&S issues.

Conducted a walkthrough of the work area. Observed 2 ladders providing access to the front

of the building in front of the Site Sheds, noted they were ~~solid~~ solid and secured to the slab with a good overhang of the slab giving a solid base to unmount when @ top of the slab. No issues with the ladder access, Aaron stated that this was just people access, there was 60 meters of access to that level by ute or car if required to drop off tools or equipment.

Observed temp power box on lower level, noted that tie bar was on the inside of the box, observed two outlets that had been melted by heat, Aaron stated that the electrician stated they were safe for use, provided advice to get them replaced as they appeared damaged. Aaron stated he would get the Sparkie to do this. Also asked him to ensure the main switch was re-marked due to the label being hard to read. Photo taken. assessed the work level and observed mezzanine floor with the same bollard - flag

line erected as on the lower level. noted that the height of the mezzanine floor would have been approx 3m from base floor level. No works occurring @ time of site visit on mezzanine level. Discussed this control with Aaron. Aaron stated access was by the internal stairs on side of mezzanine, delimitation of live ~~end~~ edge was erected when workers were forming out along the building wall to ensure they were not @ risk of Falls. Photos taken, unable to access floor due to concrete works occurring on stairs. Aaron stated that this would be removed soon when wall frames were to be erected from the Site EWP's. No risks or issues identified with regards to this set-up. Observed some driveway formwork + steel works on the left side of the building (looking from Mulgrave Rd), noted that starter bars were appropriately capped @ time of site visit. Asked Aaron to view the Swine for Work @ height on site, Aaron stated he wasn't 100% sure

If the Swms reflected the use of flag-lines as delineation.

Attended the office, observed the swms, noted that no reference was observed with regards to the delineation line or use of flagging. Stated that I intended to issue an improvement notice in regards to this, provided on business card, stated that I would do this as soon as possible, Aaron stated he would complete the task ASAP.

Left site to attend another site in regards to Union raised concerns today.

21/3/17 1035am Site visit to ADCO Constructions site @ ICU. met Attended with Frank Hansa, met with Site Foreman Matt Dwyer, pointed to site sheds across the site. Met with Trevor and site manager Mark Simpson, briefly spoke prior to receiving a call from Peter Twigg, who requested re-attendance to the Kier Constructions job

as the CFMEU would be re-writing and were not satisfied with WHSQ's response. Provided brief to Peter with regards to site visit findings, Peter also stated that a certain member of the CFMEU was complaining of my personal approach and facial expressions ('too much smiling?'). Stated that this was my normal approach when conducting my works. Requested myself and Frank return to the office and split up. Met back up with Frank and discussed this, left site after apologising to Safety adviser "Trevor"; returned to office, phone call to Shannon - OM, with regards to movements.

21/3/17 117am Phone call to Rob Duckworth - PI, discussed requirement to re-attend Kier Constructions, He stated that he would head over to ADCO and meet with Trevor in regards to the issues raised

21/3/17 1221am Phone call received

from Peter Twigg, discussed the issues raised with regards to the site visit. Specifically requested that an Improvement be issued for "Testing of Emergency Procedures" as PCBu had stated no testing of procedures had been done, only 2 x First aid incidents.

Peter also stated that a Improvement notice be issued in regards to "Facilities to provide first aid" were not adequate → this would be identified as a minor/minor First aid kit, no clean first aid area to perform first aid, no water or process to clean a wound etc (i.e. kidney dish). Peter provided his contact number [REDACTED]

21/3/17

12:31pm attended 532

Mulgrave Rd, Earlville. Koer Old Constructors
 Attended with Frank Hansa, met again with Aaron GIBBS, Site manager. Discussed our visit again, to re-look @ aspects raised by CFMEU → First aid facilities, access/egress,

calls from one level to another. Discussed the testing of emergency procedures again with Aaron, stated that an Improvement notice would be issued in regards to this. Aaron stated he would do this ASAP. Discussed the supply of first aid, had an in-depth look @ the kit + supplies, observed access to water, kidney dish, looked @ lunch-room, noted the kitchen area had sink + fridge facilities. Discussed the cleanliness of the site steel, Aaron stated it was cleaned daily, provided advice to have a fold up first aid bench/bed provided in the office if a worker need to be lying down for treatment. Would follow this up with Aaron via email. No Improvement notice required.

Discussed future of flag line → Aaron stated he had ordered some hard rails for the slab area to replace the flag line currently in place.

Aaron stated roofing works were complete to the level that hard rails to be removed, had plans to install maintenance access ladders

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flag-lines for use due to the clip-lock roof (unable to anchor to roof). Aaron showed the plans displaying the AC units + walkways. Discussed future controls to be put in place → access, also emergency evacuation procedures for any works on the roof. Aaron stated they were still planning the works however would have controls in place to control evac. On exiting work site, again re-emphasized to Aaron that even though I personally thought that 2 actual first aid emergencies were sufficient to prove and trial their procedures, would have to issue an improvement notice in regards to Section 43(1)(b) → testing of emergency procedures. left workplace and returned to office.

21/3/17 1441pm Email received from Peter Twiggy → request for notices issued on site today @ Kerr → 532 Mulgrave Rd, Earlville, QLD. Reply to Peter with status

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of actions/notices to take place with regards to Kerr Construction.

21/3/17. 517pm Email sent to Aaron C. bbs → Kerr QLD Pty Ltd, Improvement notice #1052381 issued in relation to testing of emergency procedures. Also provided follow up of communication in regards to other issues brought up during audit.

From: Karim De Ridder
Sent: Tuesday, 21 March 2017 3:17 PM
To: Peter Twigg
Cc: Shannon Farrington; Frank Honsa; Paul Smith (WHS)
Subject: RE: Keir Site
Attachments: JSA-WMS 301 Working at Heights revised.docx

Hi Peter,

No problems, notices to be issued were relating to the following:

- SWMS for Working at heights - reflect control measure being used as observed on site today (flag-line showing live edge). This was complied with prior to issuing the notice after receiving the "updated" copy of the SWMS at 10:32am this morning following the initial site visit. I have attached a copy of this updated document for your perusal.
- Testing of Emergency procedure (Section 43 - Duty to prepare, maintain and implement emergency plan. This will be issued ASAP (this afternoon)

Further enquires with regards to section 42 - Duty to provide first aid on the second site visit this afternoon, Myself and Frank Honsa were satisfied that the legislation was adhered to evidence by access to clean water, well equipped and maintained first aid kit, multiple trained first aiders and cool quite location to provide first aid if required to be done away for the incident location. Advice was provided to the PCBU to have access to a fold up table/bench for first aid situations requiring a supine position (eg lower leg injury etc)

Kind regards Karim

Karim De Ridder
Senior Inspector
North Queensland Region
Workplace Health and Safety Queensland
Office of Industrial Relations / Queensland Treasury
5b Sheridan Street Level 6 William McCormack Place
PO Box 5464, Cairns Qld 4870

Telephone [REDACTED]

Email: [REDACTED]

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

Work safe. Home safe.

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

From: Peter Twigg
Sent: Tuesday, 21 March 2017 2:41 PM
To: Karim De Ridder [REDACTED]
Cc: Shannon Farrington [REDACTED]; Paul Smith (WHS)
[REDACTED]
Subject: Keir Site

Afternoon Karim

I know that you are doing your report from today.

Can you please tell me what notices were issued at Keir site today?

I know that you said that the SWM issue was rectified, can you please explain so that I can when the question is asked.

Thanks

Kind Regards

Peter Twigg
A/Director Construction Strategy and Compliance
Workplace Health and Safety Queensland
Office of Industrial Relations
Queensland Treasury
Citilink Building
153 Campbell Street, Bowen Hills
Phone: [REDACTED]
Mobile: [REDACTED]
peter.[REDACTED]

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

Work safe. Home safe.

For more information visit www.worksafe.qld.gov.au or telephone 1300 369 915.



Improvement notice

This notice is issued under the *Work Health and Safety Act 2011* section 191, *Safety in Recreational Water Activities Act 2011* applied section 191 *Work Health and Safety Act 2011* or *Electrical Safety Act 2002* section 146. This notice requires the person (which includes a body corporate, government department or public authority) to whom it is issued to remedy a contravention of the Act or Regulations. **The legislation requires that the person to whom an improvement notice is issued must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace at which work is being carried out that is affected by the notice.**

Notice No. I 1052381

Notice issued to:

Legal name of person/business or undertaking: KEIR QLD PTY LTD.
 ABN: 67159265139. ACN:
 Trading as:
 Address: 36-38 Rutherford Street, Cairns North, QLD, Postcode: 4870.

Details of contravention:

Site location
Earlville Redevelopment - 532 Mulgrave Rd, Earlville, QLD, 4870.
 I, Karim De Ridder. reasonably believe on 21/09/2017. at 12:31 pm
Inspector name date 24 hour time
 that you are contravening a provision or have contravened a provision in circumstances that make it likely that the contravention will continue or be repeated; of the:
 Work Health and Safety Act 2011, section/s _____ *Work Health and Safety Regulation 2011*, regulation/s 43(1)(b)
 Electrical Safety Act 2002, section/s _____ *Electrical Safety Regulation 2002*, regulation/s _____
 Safety in Recreational Water Activities Act 2011, section/s _____ *Safety in Recreational Water Activities Regulation 2011*, regulation/s _____

Brief description of how the provision is being or has been contravened:

PCBU must ensure that an emergency plan is prepared for the workplace that provides the following, (b) testing of the emergency procedures, including the frequency of testing.

Directions (if any) as to the measures to be taken to remedy or prevent the contravention or likely contravention:

It is mandatory to comply with these directions

Recommendations (if any): Recommendations may be followed or you may adopt and follow another way that gives at least the same level of protection against the risk

Issuing inspector:

[Signature] 1054 [Contact Number]
Signature of inspector Inspector's ID Inspector's contact number
21/3/17 _____
Date issued Inspector's location

This contravention must be remedied before:

Service method:

4 / 4 / 17. Delivered personally Left for a person at the workplace Post
 Fax Email
 Left at the person's last known place of residence or business
Aaron CRIBBS. Site Manager -> KEIR QLD PTY LTD.
Notice given to Relationship to person to whom notice is issued

This portion may be signed and returned where a contravention has been remedied before the stated date. I certify that the requirements of this notice have been complied with:

Name (in block letters): _____ Position: _____
 Signature: _____ Date complied: / / Notice No. I 1052381

An Inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice. You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

PRIVACY COLLECTION STATEMENT

The Department of Justice and Attorney-General collects, uses, discloses and stores information in accordance with legislation it administers and all applicable privacy laws. This includes information collected by the Department of Justice and Attorney-General. This information is not to be used for any other purpose, and does not apply to the collection of information by The Department of Justice and Attorney-General.

If a decision to issue an improvement notice was made by an inspector, an eligible person may apply for an internal review of that decision.

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An eligible person is:

1. The person to whom the notice was issued.
2. A person conducting a business or undertaking whose interests are affected by the decision.
3. A worker whose interests are affected by the decision.
4. A health and safety representative who represents a worker whose interests are affected by the decision.

How does a person apply for a review of a decision?

The person must complete and lodge the Application for Internal Review of Decision form before the date specified on the notice has expired or 14 days, whichever is the lesser. There is no application fee.

The operation of the improvement notice is stayed (that is suspended) once the application for review of decision is lodged with the regulator. The stay remains in effect until a decision is made by the regulator and whichever of the following is earlier – an external review is applied for or 28 days have elapsed since the person became aware of the regulator's decision.

Information about how to apply for a review of decision, including application forms is available online at www.worksafe.qld.gov.au, or by phoning Infoline on 1300 369 915.

What happens next?

Applications are reviewed as soon as reasonably practicable and within 14 days unless additional information is required. The applicant will receive written confirmation of the result of the internal review including the reasons for the decision.

External review

If a decision to issue an improvement notice was made by the regulator or the regulator has made a decision through internal review, an eligible person may apply to the Queensland Civil and Administrative Tribunal for an external review. An external review application must be made within 28 days of the person becoming aware of the regulator's decision.

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Privacy collection statement

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Attended the site office to discuss the reason for request of entry.

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Job Safety Analysis / Standard Work Procedure / Safe Work Method Statement

Organisation Name	Keir Qld Pty Ltd	ABN	67 159 265 139
Organisation Address	36-38 Rutherford Street, Cairns North QLD 4870		
Project	Earlville Redevelopment – 532 Mulgrave Road, Earlville QLD 4870		
Task / Operation / High Risk Activity	Working at Heights	Number	SWMS 301
Applicable Legislation, Standards or References	QLD WH&S Regulation, QLD Risk Management COP, QLD Plant Code of Practice, Australian Standards relating to fall restraint and fall arrest systems and equipment.		
Required Licences, Certificates, Competencies, Permits or OHS Authorities	Edge protection, fall restraint systems and fall arrest systems shall only be installed and/or used by competent and trained persons.		
Personal Protective Equipment (Tick PPE required) <i>Ensure that all workers are trained in the use and maintenance of all PPE required for task by site supervisor</i>	<input type="checkbox"/> Safety Footwear	<input type="checkbox"/> Safety Helmet	<input type="checkbox"/> Respirator*
	<input type="checkbox"/> Hearing Protection	<input type="checkbox"/> High Vis	<input type="checkbox"/> Other*
	<input type="checkbox"/> Eye Protection*	<input type="checkbox"/> Gloves	
			* Provide specific details of PPE required
Plant, Equipment or Tools		Maintenance Checks	Fall protection equipment shall be inspected and tested by a competent person prior to use.
Special/Hazardous Materials	<i>(Ensure MSDS for hazardous Materials are available to workers)</i>		
Emergency Procedures/Resources <i>(Specific to this JSA-SWMS)</i> <i>Ensure that all workers are trained in these emergency procedures by site supervisor</i>	General Emergency procedures are available in the Site Health and Safety Plan. First Aid procedures are as per site specific induction and Health and Safety Plan.		
Environmental Impacts and Controls	Impacts	Controls (If there is a potential impact define controls)	
	<input type="checkbox"/> Hydro Carbons (oil and fuel spills)	<input type="checkbox"/> Spill Kits	<input type="checkbox"/> Designated Refueling and Servicing Areas
	<input type="checkbox"/> Sediment Run Off	<input type="checkbox"/> Silt Fences (Erection and Monitor)	<input type="checkbox"/> Drainage
	<input type="checkbox"/> Dust	<input type="checkbox"/> Watering	<input type="checkbox"/> Site Speed Limits
	<input type="checkbox"/> Waste and Rubbish	<input type="checkbox"/> Waste Containment Areas	<input type="checkbox"/> Regular Waste Removal
		<input type="checkbox"/> Other (specify)	<input type="checkbox"/> Containment Ponds
		<input type="checkbox"/> Dust Containment Fences	
		<input type="checkbox"/> Other (specify)	
Additional Requirements or Notes	The following are provided as a minimum standard for persons working at heights. They SHALL be applied for the		
Task / Operation / Activity: Working at Heights		Version: 1.0 Review Date: 16/03/2013	
Organisation: Keir Qld Pty Ltd		ABN: 67 159 265 139	Page 1 of 8

Job Safety Analysis / Standard Work Procedure / Safe Work Method Statement

	<p>following</p> <ul style="list-style-type: none"> • Where a person could fall at least 3 metres in housing construction work; or • A person could fall at least 2 metres in all other (non housing) construction work; or more; or • Construction work is being performed on a roof, or partly completed roof with a slope over 26°. <p>A separate work method statement may be required for specific tasks where the following control measures do not provide sufficient detail.</p>
	<p>This SWMS does not apply to the following tasks</p> <ul style="list-style-type: none"> ✘ Use of ladders, fixed ladders and trestle ladders; ✘ Erection and dismantling of scaffold ✘ An area near a ladder where a person gets on and off the ladder <p>Refer to specific SWMS for these tasks</p>

Method of Monitoring of Control Measures *(Detail below the way the activity will be monitored)*

The supervisor will monitor the work to ensure that adequate fall from heights controls are implemented and are being followed.

Management Approval	Name: Russell Keir	Position: Director	Signature: 	Date: 03/06/16
Site Supervisor Approval	Name: Site Supervisor	Position: Site Supervisor	Signature:	Date
Employee Review:	Name:		Signature:	Date:

Task / Operation / Activity: Working at Heights	Version: 1.0 Review Date: 16/03/2013
Organisation: Keir Qld Pty Ltd	ABN: 67 159 265 139 Page 2 of 8

Job Safety Analysis / Standard Work Procedure / Safe Work Method Statement

Job Sequence

Risk levels: VH – Very High, H – High, M – Medium, L- Low

Sequence of job steps (What to do in the right order)		Potential hazards to people or the environment for each step (eg. Manual Handling)	Risk Level (each hazard)	Control Measures (How to do it) Elimination → Substitution → Engineering → Administration → PPE	Risk Level after Control	Person Responsible
1.	Assess the working at height task.	<ul style="list-style-type: none"> Failure to identify risks in relation to working at heights could result in a person falling 	VH	<ul style="list-style-type: none"> Ensure that each hazard that may result in a fall or cause death or injury if the person were to fall is identified, assessed and control measures identified. 	M	Supervisor Worker
2.	Conduct work at height	<ul style="list-style-type: none"> Person could fall and suffer personal injury 	VH	<p>It is preferable if height work can be conducted from scaffolding or an elevated work platform, however if this is not practicable then the following controls will be used either together or individually.</p> <p><input type="checkbox"/> Install approved edge protection around the applicable work area. The edge protection;</p> <ul style="list-style-type: none"> Shall be able to withstand the force of a person falling against it. Shall consist of top rail, mid rail or sturdy mesh sheeting. Top rail, 900mm – 1100mm Mid rail, Bottom rail or toe board to make sure there is no gap greater than 450mm between railings. 	L	Supervisor Worker
			VH	<p>AND / OR</p> <p><input type="checkbox"/> Provide a travel restraint system that is attached to the worker.</p> <p>The travel restraint system shall prevent a worker from</p>	L	Supervisor Worker

Modification History (Make changes above – then indicate reference below and details.

Ref.	Date	Details	Person Modifying

Task / Operation / Activity: Working at Heights	Version: 1.0 Review Date: 16/03/2013
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Job Safety Analysis / Standard Work Procedure / Safe Work Method Statement

Risk levels: VH – Very High, H – High, M – Medium, L – Low

Sequence of job steps (What to do in the right order)	Potential hazards to people or the environment for each step (eg. Manual Handling)	Risk Level (each hazard)	Control Measures (How to do it) Elimination → Substitution → Engineering → Administration → PPE	Risk Level after Control	Person Responsible
			accessing an unprotected edge. Travel restraint systems can consist of static lines or inertia reels. The travel restraint system must; <ul style="list-style-type: none"> • Be installed by a competent person. • Have anchorage points that have the capacity to withstand the forces applied from normal operation. • Be inspected for defects prior to use. 		
			AND / OR <input type="checkbox"/> Use a fall arrest harness system that is attached to the worker via a shock absorbing lanyard. The fall arrest system shall catch the worker once they have fallen. A suitable retrieval procedure must be in place before using the fall arrest harness system. The fall arrest harness system must; <ul style="list-style-type: none"> • Be of an approved design • Be inspected for defects by a competent person prior to use. • Have an anchorage point able to withstand 15kN for 1 worker and 21kN for 2 workers. • Be installed as per manufacturers' specifications. • Be installed to allow for fall distances. 	M	Supervisor Worker

Modification History (Make changes above – then indicate reference below and details.

Ref.	Date	Details	Person Modifying

Task / Operation / Activity: Working at Heights	Version: 1.0 Review Date: 16/03/2013
Organisation: Keir Qld Pty Ltd	ABN: 67 159 265 139 Page 4 of 8

Job Safety Analysis / Standard Work Procedure / Safe Work Method Statement

Risk levels: VH – Very High, H – High, M – Medium, L- Low

Sequence of job steps (What to do in the right order)	Potential hazards to people or the environment for each step (eg. Manual Handling)	Risk Level (each hazard)	Control Measures (How to do it) Elimination → Substitution → Engineering → Administration → PPE	Risk Level after Control	Person Responsible
		H	AND / OR <input type="checkbox"/> Use work area delineation where there is a potential fall from height over 2.0m. The control measure is provided by means of a visual barrier (eg. Hi viz bollards and continuous flagging or equivalent). The visual barrier shall be installed no less than 2.0m from any unprotected edge. The barrier is to be installed such that it can be maintained and will remain in place (eg. can't be blown over). <ul style="list-style-type: none"> • This measure shall be implemented by means of a specific toolbox talk. • Be inspected for adequacy by a competent person prior to access to the work area. 	M	
	<ul style="list-style-type: none"> • Person could fall through a floor penetration 	VH	Floor Penetrations <ul style="list-style-type: none"> • Floor penetrations are to be either <ul style="list-style-type: none"> ➢ protected by edge protection as described above; ➢ or covered with a fall protection cover. • Where it is protected by a fall protection cover it shall be securely fixed in place to prevent it being moved or accidentally removed. • Penetration covers must be reinstated as soon as possible after the work has been completed or when the penetration is left unattended. If the cover cannot be replaced and secured, a barricade must be fitted to prevent any persons walking or 	L	Supervisor Worker

Modification History (Make changes above – then indicate reference below and details.

Ref.	Date	Details	Person Modifying

Task / Operation / Activity: Working at Heights	Version: 1.0 Review Date: 16/03/2013
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Job Safety Analysis / Standard Work Procedure / Safe Work Method Statement

Risk levels: VH – Very High, H – High, M – Medium, L- Low

Sequence of job steps (What to do in the right order)		Potential hazards to people or the environment for each step (eg. Manual Handling)	Risk Level (each hazard)	Control Measures (How to do it) Elimination → Substitution → Engineering → Administration → PPE	Risk Level after Control	Person Responsible
				falling into the opening <ul style="list-style-type: none"> Cast-in mesh should only be removed from a penetration immediately before the installation of a service or ducting. 		
		<ul style="list-style-type: none"> A person could be struck by a falling object. 	H	Falling objects, including tools and materials <ul style="list-style-type: none"> Handrails, mesh & brick guards erected to eliminate falling materials Barricade & sign post area below when working at height above others Maintain housekeeping and keep loose materials away from penetrations and building edges Lanyards must be fitted to all tools being used at heights. 	M	Supervisor Worker

Modification History (Make changes above – then indicate reference below and details.

Ref.	Date	Details	Person Modifying

Task / Operation / Activity: Working at Heights	Version: 1.0 Review Date: 16/03/2013
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Job Safety Analysis / Standard Work Procedure / Safe Work Method Statement

LIKELIHOOD How likely could it happen?	CONSEQUENCES: How severely could it affect health and safety?				
	Insignificant <i>No medical treatment required</i>	Minor <i>Minor lost time injury or illness</i>	Moderate <i>Moderate lost time injury or illness</i>	Major <i>Serious lost time injury or illness</i>	Catastrophic <i>Death or permanent disablement</i>
Almost Certain <i>Is expected to occur in most circumstances</i>	Medium	High	Very High	Very High	Very High
Likely <i>Will probably occur in most circumstances</i>	Medium	Medium	High	Very High	Very High
Possible <i>Might occur at some time</i>	Low	Medium	High	High	Very High
Unlikely <i>Could occur but doubtful</i>	Low	Low	Medium	Medium	High
Rare <i>May occur but only in exceptional circumstances</i>	Low	Low	Low	Medium	Medium

Based on Table 6.6 HB436-2004 Risk Management Guidelines Companion to AS/NZS4360:2004

Risk Level	Action
VH - Very High	ACT NOW – Urgent - Do something about these risks immediately
H – High	Highest management action required urgently
M – Medium	Manage by specific monitoring or management procedures
L – Low	These risks may not need immediate action – manage by routine procedures

Consequence scales for environmental hazards and risks

Consequence	Description
Catastrophic	Catastrophic long term environmental impairment of eco systems functions
Major	Very serious long term environmental impairment of eco systems functions
Moderate	Serious medium term environmental effects
Minor	Moderate short term effects not affecting eco system functions
Insignificant	Minor effects on biological or physical environment

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Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-8 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



.....

Karim De Ridder



.....

Witness

From: Karim De Ridder <[REDACTED]>
Sent: Friday, 24 March 2017 9:28 AM
To: Peter Twigg
Cc: Shannon Farrington
Subject: Skyjack SJ6826RT - located on KIER QLD site Mulgrave Road, Westcourt
Attachments: Fire extinguisher doc.docx

Hi Peter,

As discussed, attached is two pages out of the particular diesel powered EWP on site, being a SkyJack SJ6826RT. I discussed the issue with Liam from Global Hire Cairns and he made mention they had requests in the past to equip their EWP's in regards to site rules and union issues raised with some companies.

In regards to the User manual there are two notes which make mention of fire extinguishers, with both being as part of the "Part 2.3 Visual & Daily Maintenance Inspections" – fuel leaks. The note makes mention of having an approved fire extinguisher within easy reach and the inspections to be conducted in an open, well-ventilated area.

With this in mind there is no reference to the EWP's as having to be "equipped" with an extinguisher, although definitely grounds to have one accessible, if only for the task of daily inspections. I suppose the issue that is raised if they are required to be supplied, then training of those workers responsible for the maintenance inspections could also be raised.

Kind regards Karim

Karim De Ridder
Senior Inspector
North Queensland Region
Workplace Health and Safety Queensland
Office of Industrial Relations / Queensland Treasury
5b Sheridan Street Level 6 William McCormack Place
PO Box 5464, Cairns Qld 4870

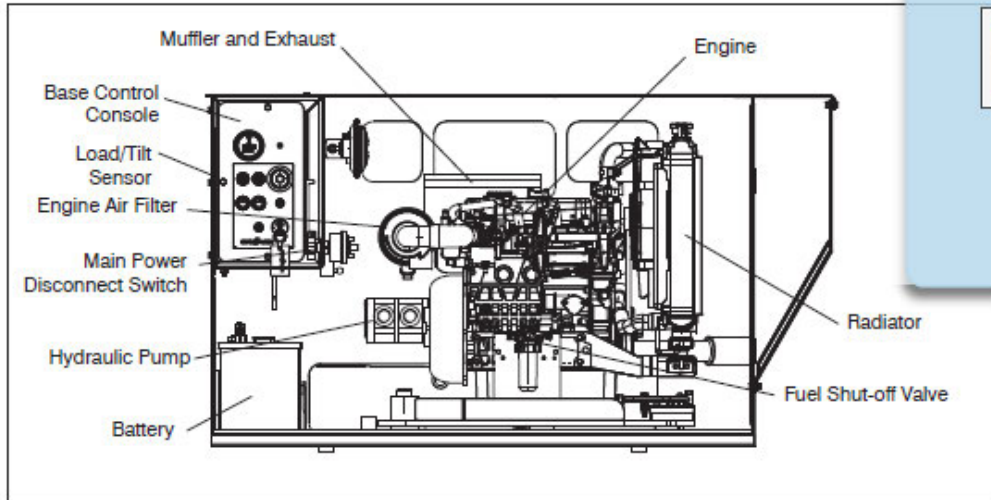
Telephone [REDACTED]

Email: [REDACTED]

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- Ensure all fittings and hoses are properly tightened and there is no evidence of hydraulic leakage.
- **Radiator**
 - Ensure radiator is secure.
 - Ensure there are no loose or missing parts and there is no visible damage.
 - Check coolant level and add as needed.
- **Muffler and Exhaust**
 - Ensure muffler and exhaust system are properly secured, with no evidence of damage.
- **Engine Pivot Tray**
 - Ensure there are no loose or missing parts and no visible damage to the engine pivot tray. Ensure that both tray-securing bolts are in place.
- **Engine Oil Level**
 - Maintaining the engine components is essential to good performance and service life of the MEWP.
- Check oil level on dipstick
 - Oil level should be in the "safe" zone. Add oil as needed.
- **Fuel Shut-off Valve**
 - Ensure there are no loose or missing parts and there is no visible damage.
- **Engine Air Filter**
 - Ensure there are no loose or missing parts and there is no visible damage.
- **Fuel Leaks**
 - Failure to detect and correct fuel leaks will result in an unsafe condition. An explosion or fuel fire may cause death or serious injury.

⚠ DANGER

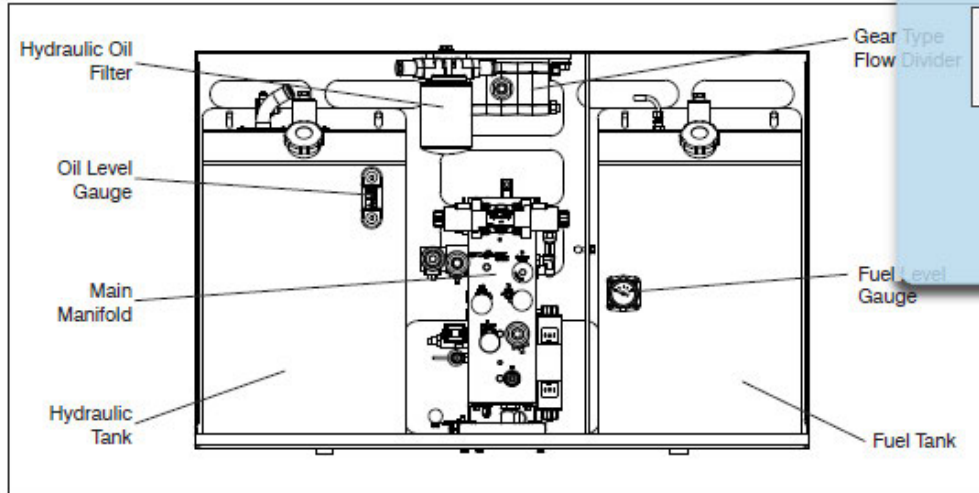
Engine fuels are combustible. Inspect the MEWP in an open, well-ventilated area away from heaters, sparks and flames. Always have an approved fire extinguisher within easy reach.

Perform a visual inspection around the following areas:

- hoses and fittings
- fuel pump
- fuel filter

⚠ WARNING

Beware of hot engine components.



2.3-6 Hydraulic/Fuel Compartment

- Ensure compartment latch is secure and in proper working order.
- **Hydraulic Tank**
 - Ensure hydraulic filler cap is secure.
 - Ensure tank shows no visible damage and no evidence of hydraulic leakage.
- **Hydraulic Oil**
 - Ensure platform is fully lowered, and then visually inspect the sight gauge located on the side of the hydraulic oil tank.
 - The hydraulic oil level should be at or slightly above the top mark of the sight glass.
- **Hydraulic Return Filter**
 - Ensure filter element is secure.
 - Ensure there are no signs of leakage or visible damage.

• **Fuel Tank**

IMPORTANT

Before using your MEWP ensure there is enough fuel for expected use.

- Ensure fuel filler cap is secure.
- Ensure tank shows no visible damage and no evidence of fuel leakage.
- **Fuel Leaks**
Failure to detect and correct fuel leaks will result in an unsafe condition. An explosion or fuel fire may cause death or serious injury.

⚠ DANGER

Engine fuels are combustible. Inspect the MEWP in an open, well-ventilated area away from heaters, sparks and flames. Always have an approved fire extinguisher within easy reach.

Perform a visual inspection around the following areas:

- fuel tank
- hoses and fittings

From: Karim De Ridder [REDACTED]
Sent: Monday, 27 March 2017 2:44 PM
To: Peter Twigg
Cc: Shannon Farrington; Frank Honsa; Rob Duckworth; Campbell Beattie
Subject: Fire extinguishers in EWP's on site - KEIR QLD PTY LTD, Tony Ireland Redevelopment, Mulgrave Road

Hi Peter

Just a follow up email in relation to the fire extinguisher issue which was raised in regards to a construction workplace being built by KEIR QLD PTY TLD on Mulgrave Road in Cairns. I re-attended site today with Frank HONSA in relation to following up some concerns raised in regards to having fire extinguishers located in the basket of EWP's if they were powered by Diesel engines.

I observed a number of electric powered EWPs, also three diesel powered EWP's which were found to have no fire extinguisher located on the plant. Discussions with company representative stated that the issue had been raised by the Union on previous visit. Models of the diesel powered EWP located on site was 1x Skyjack SJ6826RT hired from Global Hire and 2x Genie GS-2668RT which were privately owned.

Only the Skyjack from Global Hire had a logbook which nominated the phrase specifically with reference to fire extinguishers, being identified in the maintenance section of the booklet (page 26-27) and stated: "Always have an approved fire extinguisher within easy reach".

I was unable to identify any reference to fire extinguishers in the Genie's log book. We had an in-depth discussion with the representative of the PCBU Mick WILSON, identified 4 fire extinguishers in the site shed which were being located near the temp power boards at the workplace.

Conducted an assessment on the scissor lifts and discussed the reference of fire extinguishers in the Skyjacks logbook, advice given regarding the location of and easy access of fire extinguishers in relation to conducting the visual and daily safety checks. Mick stated he would run through with his operators the requirement and ensure the locations of fire extinguishers were on hand and easily accessible for use when conducting the daily inspections.

I was unable to find any information in reference to locating the extinguishers on the plant, discussions in regards to risk management identified that the location of the extinguishers would be better away from the engine or basket to be easily utilised if required and away from the fire source if the plant was to become engulfed. On previous conversations with my PI Inspectors it was discussed that this was acceptable approach to risk management for this particular hazard (fire).

No notice was issued in relation to this query, to follow up with WILSON in regards to evidence provided in relation to training, information and instruction to his EWP operators regarding accessibility and location of the current fire extinguishers.

Kind regards Karim

Karim De Ridder
Senior Inspector
North Queensland Region
Workplace Health and Safety Queensland
Office of Industrial Relations / Queensland Treasury
5b Sheridan Street Level 6 William McCormack Place
PO Box 5464, Cairns Qld 4870

Telephone [REDACTED]

Email: [REDACTED]

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

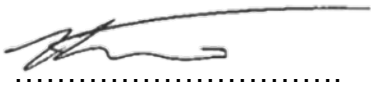
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Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-9 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



.....

Karim De Ridder



.....

Witness

Letter of concern

Attn: Peter Twigg

Dear Peter

I write this letter with disgust and grave concerns about particular department inspectors operating out of the Cairns office of WHSQ and the ability of your inspectorate to manage the incompetence and negligence your inspectors have toward the safety of workers working on construction sites in the greater Cairns area. After seeing first hand this past week what the workers in this regional area are forced to endure, insofar as the services and regulatory offering your inspectors have for them, I can say little more than it makes me sick that you see fit to allow these people to draw a wage from state government money.

My anger at the disgusting operation of your Cairns office is two fold. Not only have your lacklustre local inspectors offered no assistance to workers in ensuring they go home at night, but when they do offer advice it has been baseless, wrong, employer friendly, and not inline with the legislation they are supposed to be regulators of!

On my second point, can I firstly suggest that you audit the credentials of your inspectors, and secondly conduct toolbox meetings with your entire inspectorate with a view to ask every last one of your inspectors the question "DO YOU KNOW WHAT IT IS YOU ARE SUPPOSED TO BE DOING?" and "DO YOU UNDERSTAND THE LEGISLATION, INCLUDING SUPPORTING CODES & STANDARDS?".

You have extensive problems throughout your entire inspectorate, of which local Cairns inspectors Karim De Riddler & Frank Honsa have taken first prize in the search for the worst you have got. In particular, Karim's repeated advice to employers that was contrary to legislative requirements, codes & standards, and even manufacturers specifications on occasion leaves me wondering what it is you expect from your inspectors operating in the field?


I write this letter and put you on notice of the requirement for change. Let's hope your response and actions are swift and appropriate before these people you waste wages on week in, week out, are inevitably responsible for allowing workers to die at work.

Regards
Andrew Sutherland

Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-10 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.


.....

Karim De Ridder


.....

Witness



Office of
Industrial Relations

Our Ref:

18 APR 2017

Queensland Treasury

Mr Andrew Sutherland
CFMEU Head Office
16 Campbell Street
BOWEN HILLS QLD 4006
[REDACTED]

Dear Mr Sutherland

I refer to your email dated 24 March 2017 to Mr Peter Twigg and copied to numerous other recipients.

Firstly, I am concerned about the manner in which you have disseminated your email to numerous other unrelated recipients. Your email uses highly emotive language, which on the face of it may be classed as derogatory and potentially defamatory to inspectors De Ridder and Honsa.

It would be expected that if the CFMEU has a genuine complaint against an employee of the Office of Industrial Relations (OIR) that such complaint would be contained to the relevant parties that being the complainant (CFMEU), OIR and the relevant employees who are the subject of the complaint. Your email was sent to numerous other recipients, therefore, there is no control as to how and where your letter will be further disseminated.

I ask in the future, as a matter of professional courtesy, if the CFMEU has a complaint against an employee of OIR that such complaint is contained to the relevant parties and not be disseminated unnecessarily.

In regards to the matters raised in your letter, OIR takes all complaints made against its employees seriously, however, before any action is contemplated against an employee, the allegation/s subject to a complaint are required to be assessed.

The first step in the complaint assessment process is to identify with some precision the allegation/s that is being made against an employee. This includes the time, date/s and a description of the conduct complained of against the employee. The type of allegation/s identified will determine whether the complaint will be processed through the OIR client complaint management procedure or through OIR ethical standards for further assessment, where allegation/s are identified as misconduct or corrupt conduct.

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WorkSafe +61 7 3247 4711
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Website www.worksafe.qld.gov.au
www.business.qld.gov.au
ABN 13 846 673 994

Although your letter provides colourful and emotive language about OIR employees, it does not provide sufficient particulars for an allegation/s to be properly assessed.

As an employee advocate, you would be well aware that all employees are required to be afforded procedural fairness and natural justice when an allegation/s is made against them. The allegation/s has to provide sufficient particulars for the employee to understand the allegation/s made against them, so that they are able to respond accordingly.

If the complaint in your letter relates to the Keir Qld Pty Ltd site visit on 21 March 2017, please provide further particulars of the matters you allege against the employees identified in your letter, so I can have the matters assessed and allocated accordingly.

It would be appreciated if you would please provide these further particulars directly to me by email at [REDACTED]

Yours sincerely

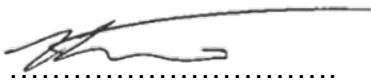
[REDACTED]

Simon Blackwood
Deputy Director-General
Office of Industrial Relations

Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-11 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



Karim De Ridder



Witness

25 May 2017

Mr K de Ridder
[REDACTED]
[REDACTED]

By email: [REDACTED]

Dear Karim

ANDREW SUTHERLAND. DEFAMATION

We refer to our attendance upon you on Monday 22 May 2017 during which you sought our advice as to whether:

1. Statements made about you by Andrew Sutherland (CFMEU) in a *“letter of concern”* to Peter Twigg (OIR) dated 18 April 2017 are defamatory; and if so
2. Making a claim against Mr Sutherland for damage defamation is warranted or recommended.

“Defamatory matter” means any material that carries an imputation of a person which is likely to injure that person’s reputation, injure them in their trade or profession or is likely to induce others to shun, avoid, ridicule or despise them.

In our opinion, Mr Sutherland’s letter carries the following defamatory imputations:

1. You are incompetent;
2. You are negligent in regards to the safety of construction workers working in the greater Cairns area;
3. You are one of the worst WHSQ inspector’s in the greater Cairns area;
4. You are unfit to hold office as a WHSQ inspector.

We accept, of course, that all of the defamatory imputations are wholly untrue and it is pleasing that Simon Blackwood, Deputy Director General, OIR, has responded to Mr Sutherland’s letter:

1. Expressing concern about the manner and extent of its publication;
2. Noting Mr Sutherland’s highly colourful and emotive language;

3. Noting that Mr Sutherland's complaint about you is disingenuous as it does not identify or describe your conduct of concern with any precision;
4. Noting that Mr Sutherland's letter is potentially defamatory of you; and
5. Requesting that Mr Sutherland provide proper particulars of his complaint in order that his allegations against you can be properly assessed in the interests of procedural fairness and natural justice.

Whilst Mr Sutherland's letter plainly defames you, we confirm our recommendation that you not pursue defamation proceedings against him for the following reasons:

6. As the plaintiff, you would bear the onus of proving that Mr Sutherland's letter is likely to have injured your reputation or is likely to have induced those to whom Mr Sutherland's letter was published to shun, avoid, ridicule or despise you (which may prove difficult as you have OIR's continuing support and the CFMEU recipients are more likely to say that they never liked you and their opinion has not changed).
7. The focus in any defamation proceedings against Mr Sutherland would be on whether any defences are available to him such as justification (substantial truth), contextual truth, qualified privilege (publication to persons having an interest or apparent interest in having information on the subject), honest opinion (rather than a statement of fact) or triviality (unlikely to sustain any harm), none of which in our opinion would succeed but which we expect Mr Sutherland would seek to rely upon and which you would need to negate;
8. Anything said in Court by Mr Sutherland (or by other CFMEU officers) is privileged¹ and if Mr Sutherland (and other CFMEU officers) give evidence are likely to make further defamatory statements about you which may receive unwanted publicity²;
9. Defamation proceedings are costly to pursue (\$10,000 to \$15,000 minimum if the matter proceeds to trial) and given the relative limited publication of Mr Sutherland's letter and the fact you have OIR's continuing support, the damages you would be entitled to would be nominal (\$5,000 to \$10,000) and you would only recover approximately 50% of your actual costs³;
10. Sending a defamation letter or pursuing defamation proceedings would in all likelihood give the obviously militant Mr Sutherland (and other CFMEU officers) a perverse sense of satisfaction that he has "got to you";
11. Mr Sutherland's letter was only published to three (3) senior people within OIR and to twelve (12) CFMEU representatives being a relatively limited publication;

¹ i.e. cannot be sued upon

² e.g. in the Cairns Post which has a readership of 136,000 people

³ substantially eroding the benefit of any damages awarded

12. It causes you no great concern if the CFMEU officers to whom Mr Sutherland published his letter think less of you⁴;

In the event Mr Sutherland provides particulars of his complaint against you to Mr Black, and depending on the extent to which the particulars are published, we recommend that you contact us again so that we can reconsider your position and our recommendation.

Thank you for your instructions.

Yours faithfully

WILLIAMS GRAHAM CARMAN



Doug McKinstry

Partner | [redacted] | [redacted]

Our Ref: 1036822 DMbjl


\\S02\wgc\Data\Legal Matters\1036822\DM_003.docx

⁴ i.e. shun, ridicule, avoid or despise you

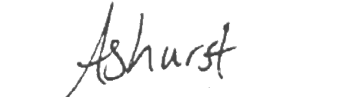
Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-12 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.


.....

Karim De Ridder


.....

Witness

From: Karim De Ridder
Sent: Monday, 10 June 2019 7:39 AM
To: Shannon Farrington
Subject: Re: Centre of Contemporary Arts - Hansen Yuncken job Cairns

Follow Up Flag: Follow up
Flag Status: Flagged

Hey Shannon,

Just reading below,

Prohibition notices not issued because of use as delineation line as identifying live edge for short term, they had been setting up handrail/hoarding for that afternoon so improvement notice issued under 78 to get that complete ASAP. Initial issue with Delineation was too close to edge so they set it up appropriately while on site. Was thus not an "imminent risk" for a prohibition notice and went down the Improvement notice path. I didn't confirm the SWMS for that area for HY with regards to infringement notice, an oversight with the other issues on hand.

Unsure on the electrical notices, Paul issued all of them, boards didn't appear to be too bad from my observations, required improvements which Paul addressed.

Compliance for most notices observed, there were two Improvements in one area which needed an extension due to the site shutting down, on return Friday afternoon the falls one was addressed, the house keeping one required work still.

No further notices to be issued at this stage, revisit at some stage this week is planned

Kind regards Karim

Sent from my iPhone

On 10 Jun 2019, at 7:06 am, Shannon Farrington [REDACTED] wrote:

In case you're in early- can you answer any of the below? I believe the switch boards had been removed by the time you arrived...?

Kind regards,

 **Shannon Farrington**
 Operations Manager, Cairns and Far North Queensland
 Compliance and Business Engagement
 Office of Industrial Relations

P: [REDACTED]

[REDACTED]
 Level 6, 5B William McCormack Building, Sheridan St, CAIRNS QLD 4870

Begin forwarded message:

From: "Andrew Stathooles" [REDACTED]
To: "Shannon Farrington" [REDACTED]
Subject: RE: Centre of Contemporary Arts - Hansen Yuncken job Cairns

Hi Shannon,
Marc and Helen require further information first thing Monday morning, Can you please send me a response before then addressing;
Why were prohibition notices not issued where there was a risk of fall where parawebbing was erected?
Why were infringement notices not issued for non-compliance with the safe work method statements where there is a risk of falls?
Why were infringement notices not issued for electrical equipment non-compliant to AS 3012- domestic power boards?
Has compliance been achieved for all the notices?
Are further notices to be issued, and if so, what for?

Thanks in advance
Andrew Stathooles
A/Regional Director
Compliance and Field Services
Workplace Health and Safety Queensland
Office of Industrial Relations

P: [REDACTED]
M: [REDACTED]
E: [REDACTED]
Ground Floor, 209 Bolsover Street, Rockhampton
PO Box 1504, Rockhampton, Qld, 4701
The most important reason for making your workplace safe, is not at work at all.
Work Safe. Home Safe.
[Connect with us here](#)

From: Shannon Farrington
Sent: Friday, 7 June 2019 3:06 PM
To: Andrew Stathooles [REDACTED]
Subject: RE: Centre of Contemporary Arts - Hansen Yuncken job Cairns
Comments in red, thanks. Further union interaction report is next on my list.
Kind regards,
Shannon Farrington
Operations Manager, Cairns and Far North Queensland
Compliance and Field Services
Office of Industrial Relations

P: [REDACTED]
Email: [REDACTED]
Level 6, 5B William McCormack Building, Sheridan St, CAIRNS QLD 4870
The most important reason for making your workplace safe, is not at work at all.
Work safe. Home safe.
Connect with us:

From: Andrew Stathooles
Sent: Friday, 7 June 2019 1:06 PM
To: Shannon Farrington [REDACTED]
Subject: FW: Centre of Contemporary Arts - Hansen Yuncken job Cairns

Shannon, FYI can you respond to me thanks

Andrew Stathooles

A/Regional Director

Compliance and Field Services

Workplace Health and Safety Queensland

Office of Industrial Relations

P: [REDACTED]

M: [REDACTED]

E: [REDACTED]

Ground Floor, 209 Bolsover Street, Rockhampton

PO Box 1504, Rockhampton, Qld, 4701

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

Work Safe. Home Safe.

[Connect with us here](#)

From: Helen Burgess

Sent: Friday, 7 June 2019 11:48 AM

To: Andrew Stathooles [REDACTED]

Cc: Marc Dennett [REDACTED]

Subject: FW: Centre of Contemporary Arts - Hansen Yuncken job Cairns

Hello Andrew

I am forwarding you the below email in Paul's absence.

This matter has been ongoing for the last four days.

The issues raised yesterday were numerous trades carrying out works exposed to the following:

- live wires hanging out of the ceiling, power boards and distribution boards **ESPN and Imp notice issued by ESO Inspector Hutchinson. Site closed 3pm 6/6/19 for HY to conduct a full electrical safety audit. Likely to reopen next Wednesday if risks are addressed.**
- workers near live wires and no electrical safety signage **As above**
- workers working near live edges **No workers were near the live edge. Improvement notice was issued for live edge.**
- due to the action taken to make the switch board safe there was no lighting or emergency lighting to at least one third of the building **Improvement notice issued.**
- electricians working in the dark next to live edges **No work was observed near the live edges.**
- unhygienic amenities including no water in the lunch room **Improvement notice served.**
- workers working in and around a 3 meter high block wall that was not braced or core filled **Prohibition notice and improvement notice served. Block walls were braced by 6/6/19 and core filled.**
- workers concrete cutting without respirators **Wet cutting was observed in a well ventilated area with an M class vacuum and H class vacuum for confined spaces. Workers were seen wearing respirators.**

Yesterday the site was shut in agreement with the unions and the builder (except for electricians to fix the electrical safety issues). **Correct.**

This morning trades had attended the site but not commenced work.

The issues raised today were:

- no access lighting throughout the building
- due to the action taken to make the switch board safe there was no lighting or emergency lighting to at least one third of the building

- unhygienic amenities including no water in the lunch room
- voids that allow falling objects

Inspectors are back on site now checking compliance with notices mentioned for the above. Also delering an infringement notice for non-compliance with the improvement notices for falls from one level to another – live edge.

The site was shut again today in agreement with the unions and the builder (except for electricians to fix the electrical safety issues, carpenters to fix the fall from heights issues, plumbers to fix the lunch room).

These rectification works will continue until at least Monday. The compliance dates for the original improvement notices were yesterday and today. **Site and Project Manager expect site to be closed until Wednesday.**

It has also been raised by the ETU and the CFMEU that the Inspectors who attended the site over the last few days have not been construction Inspectors. **Inspector DERIDDER has been seconded to the asbestos unit for 2 years. He is a construction inspector but hasn't been doing construction for 2 years. Inspector DUCKWORTH and FLOWER have been away attending to other sites (FLOWER in Cooktown, DUCKWORTH Port Douglas and Crown Law) Inspector CONNORS is PI (Ops) and attended when I couldn't, to support DERIDDER. Inspector HUTCHINSON is ESO.**

Would you please let me know if about any further enforcement action or any further information that may address the ETU's concerns below. They are most concerned they, and not the Inspectors, took steps to ensure unnecessary trades were not exposed to significant risk. **I am drafting a S27 notice on instruction from Paul SMITH.**

Thanks

Helen

Helen Burgess

Director, Construction Compliance and Field Services
Office of Industrial Relations

[REDACTED]
Level 11, 1 William Street, Brisbane QLD 4000

GPO Box 69, Brisbane QLD 4001

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

Work safe. Home safe.

Connect with us:

From: Chris Lynch [REDACTED]

Sent: Friday, 7 June 2019 9:43 AM

To: Michael Gibson [REDACTED]; Victoria Thomson [REDACTED]; Helen Burgess [REDACTED]

Cc: Robert [REDACTED]

Subject: Centre of Contemporary Arts - Hansen Yuncken job Cairns

Good morning all,

Can anybody please give me a reasonable explanation on why the above project and builder are still able to continue work after 3 days of visits by inspectors from both the ESO and WHSQ.

To my knowledge not one infringement notice or stop work order has been issued on this site.

Can you please read the email(s) below from Cairns ETU organiser Robert Hill and get back to me with :

1. What actions the ESO and WHSQ have taken in relation to the issues mention below
2. What actions the ESO and WHSQ will be taken against the inspectors for not performing their roles in a timely and adequate manner.

If you can get back to me by COB Monday 10/6/19

Regards

Chris Lynch
Lead Construction
Organiser QLD/NT
 Electrical Trades Union
 Queensland



www.etu.org.au



Join Online

<https://etu.org.au/join-the-qld-nt-branch-now/>

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The Electrical Trades Union Queensland has virus scanning devices on our system but in no way do we represent that this communication (including any files attached) is free from computer viruses or other faults or defects. We will not be held liable to you or to any other person for loss and damage (including direct, consequential or economic loss or damage) however caused and whether by negligence or otherwise which may result directly or indirectly from the receipt or use of this communication or attached files.

From: Robert
Sent: Thursday, 6 June 2019 5:48 PM
To: Chris Lynch
Subject: FW: Section 117 Centre of Contemporary Arts - Hansen Yuncken job

Hi mate,

Day 3. Today Shannon Farrington, Karim Deridder and Wayne Connors from WH&S were onsite when we got there. There were still multiple issues not recitfied, and some were discovered during the course of our inspection today. We had to call Paul Huctinson from the ESO for help with the obvious electrical breaches that were going unaddressed on a demolition / Construction project. I have grave concerns for worker safety on this project. Eventully Hansen Yunckens Project Manager David Haydon agreed to send the majority of the workers home or place them in a safe area whilst the electrical contractor fixed the electrical issues onsite. When we left Paul Hutchinson – ESO was escorting the Electrical Contractor for a thourough inspection of all boards onsite.

Mobile Scaffolding not appropriately restrained near an edge.

Switchboard with a stand within 600mm of the open door.
 Signposted First Aid Station still without a First Aid Kit!
 Areas lighting still non-compliant
 Non-compliant Plumbing – Duct Taped fittings to waste
 Domestic Power leads on a Construction site
 Dinning Table still filthy
 Crib Room / Tool Store fridge filthy
 Lead not protected mechanically and not tested.
 Yesterdays quarenteened area after work had been carried out to remove a mobile scaffold with no power/Lighting.
 Yesterdays quarenteened area that was supposed to be signposted at the request of the department and doors locked at the request of the department neither were done.
 Fire Extinguisher still out of test.
 Live water pipe still run across the ground / non-compliant
 Bracing for a wall around 3m high that is not core filled back to a block with a Concrete Cutter inside the exclusion without respiratory protection.
 An Excavaotor insde the wall exclusion
 A Plasterer working with sharp metal with the Temp Construction wiring resting on his shoulder.
 Temp Construction wiring not appropriately protected. Tucked behind a metal angle piece on the Z perlon.
 Multiple Live wires found not protected or marked appropriately
 Live Edge number 4 for the site with Electricians working alongside in less than 16 Lux of light by the torchg on their phones.
 Temp Switchboards not Labelled with their Origin to Isolate in an emergency.
 Prevention of Dropped Objects hazzard between levels through an opening.
 Live Switchboard – Access to Live parts
 The Electrical Contractor and the PCBU could not tell us how this board was isolated!
 The Main Switchboard was locked with no access for an emergency situation after the Hansen Yuncken PCBU was part of clear instructions yesterday with the department about access in an emergency
 Temp Boards not labelled appropriately
 Another Live switchbaord found with multiple pole fillers missing (in three separate location on this board) – (one section has 5 missing) – access to live parts (Board is covered in Concrete slurry)
 More Live Electrical wires on a demolition site, not protected or marked.

Regards

Rob Hill

Far Northern Organiser
 Electrical Trades Union Queensland
 25/25 Grafton St, Cairns Qld 4870
 P.O.Box 5222, Cairns Qld 4870

M. [REDACTED]

E: [REDACTED]

W: www.etu.org.au



"Stand truly by each other and fight to defend our rights and liberties."



Please consider the environment before you print this email

From: Robert

Sent: Wednesday, 5 June 2019 5:40 PM

To: Chris Lynch

Subject: FW: Section 117 Centre of Contemporary Arts - Hansen Yuncken job

Hi mate,

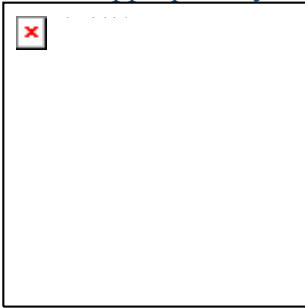
I went back to site today and checked on the issues from yesterday. We were immediately hindered at the gate because Hansen Yuncken were having a meeting with “clients” inside the site with many not even wearing helmets in an area where helmets were signposted as being required. They moved once I reminded them of their PPE requirements.

I rang Shannon Farrington at 10:47am to get assistance.

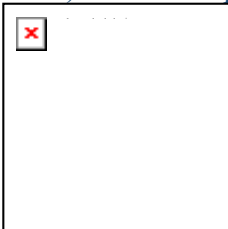
I rang Shannon again at 11:42am see where the inspectors were and to ask for ESO assistance. I got her message bank.

When three inspectors arrived we pointed out the following;

- 1) Temp Construction Wiring not appropriately protected (see metal mobile work platform adjacent in an area of demolition)
- 2) Access to Live Parts with Pole fillers missing on a Live Board.
- 3) Live Cables that were not terminated appropriately or protected appropriately,



- 4) Multiple Leads not Tested at all
- 5) Domestic leads still onsite
- 6) Non Compliant Plumbing – water bubbler not plumbed to waste.
- 7) Non Compliant plumbing – water pipe run along the ground
- 8) Non Compliant Lighting still



- 9) Live Edge number 2 found on the project 1 Story high – no edge protection at all! (Both views)
- 10) Protruding starter bars with no protection
- 11) Live Edge Number 3 for the project from the First Floor near the top of the stairwell.
- 12) You will see below that there were multiple walls constructed almost 3,000 mm high without any bracing on a day when wind gusts were 26 knots in Cairns.
- 13) Crib facilities still lacking cleanliness and basic amenities such as running water. Still used as a Storeroom for tools.
- 14) No First Aid equipment onsite today
- 15) Still Not a compliant Fire extinguisher on site and braising work was happening

It is clear that the builder and Subbies have contempt for Safety, and the inspectors don't seem to be enforcing it or allowing days for compliance!

Regards

Rob Hill

Far Northern Organiser
 Electrical Trades Union Queensland
 25/25 Grafton St, Cairns Qld 4870
 P.O.Box 5222, Cairns Qld 4870
 M: [REDACTED]
 E: [REDACTED]
 W: www.etu.org.au



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Please consider the environment before you print this email

From: Robert
Sent: Tuesday, 4 June 2019 7:07 PM
To: Chris Lynch
Subject: Section 117 Centre of Contemporary Arts - Hansen Yuncken job

Hi mate,

I visited the Centre of Contemporary Arts, under Section 117 of the WHS Act to inquire into suspected contraventions today.

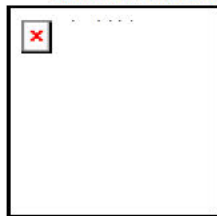
Hansen Yuncken is the Contractor. Site Manager is Steve Hay.

The Electrical Contractor is Hazlec (<https://www.haz-elec.com.au/>).

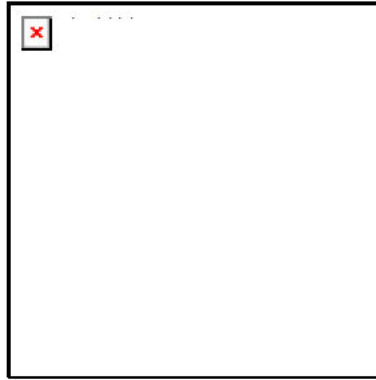
The site board shows the Hansen Yuncken Corporate Policies that clearly commit to adhering to legislation and OH&S requirements.

- 1) When we first arrived there was jackhammering happening in a dark area with Concrete dust everywhere, workers walking around nearby and the operator without any respirator. It took several attempts to point out to the site manager Mr Hay that this was not acceptable, before he asked the worker to stop.
WH&S Regs Section 39

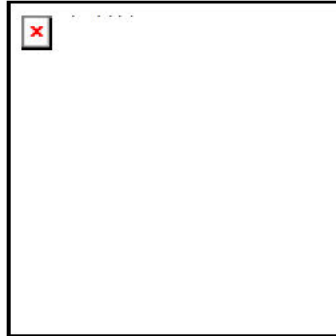
- 3) Multiple Temporary Electrical Boards were found to be non-compliant;
 - a) All Temp Switchboards were found to be not secured as per the requirement of
AS 3012 Clause 2.3.3 Mounting of Switchboards



- b) Multiple Switchboards were found to have access to Live Parts

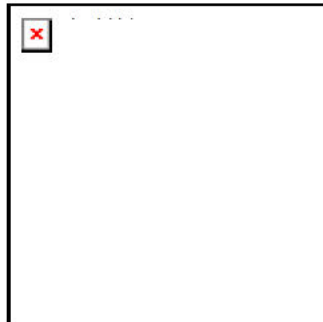


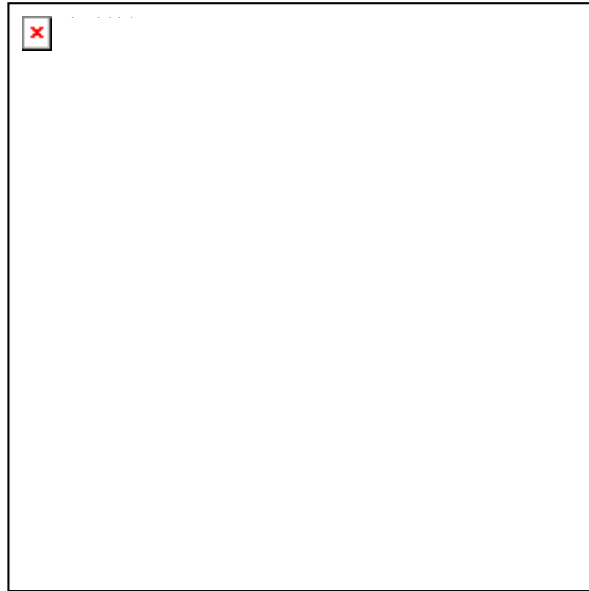
AS 3012 Clause [2.3.2.1](#) &
AS3000 Clause 1.5.4



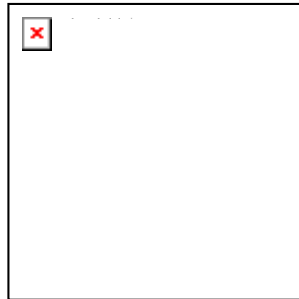
c) Multiple Switchboards were found to have no means of access to allow extension leads to enter the board without damage and no tie bar to prevent mechanical stresses.
AS3012 Clause [2.3.2.1](#)

4) Lighting was non-compliant
AS 3012 Clause 2.7.1 and 2.7.3



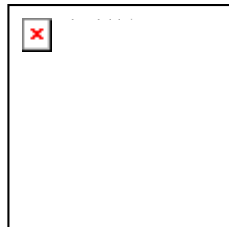


- 5) Construction Wiring not protected against Mechanical Damage
AS 3012 Clause 2.5.3



- 6) Non-compliant electrical equipment found onsite.
 a) Domestic Extension leads used throughout the site (this one is damaged)

AS 3012 2.6.3



- b) Domestic Extension leads and Power Boards used throughout the site
AS 3012 Clause 2.6.3 and 2.6.6
- c) Extension Leads not protected
AS 3012 Clause 2.5.3
- d) Extension Leads maximum Length exceeded
AS 3012 Table 1
- d) Leads damaged and or not tagged.
AS 3012 Clause 3.6 and 2.6.1
- 7) Poor Housekeeping
WHS Act Section 40
- 8) Fire Extinguisher Out of test by 3 Months (all seen onsite were)
WH&S Regs Section 359

9) Non-compliant Cribbing Facilities (no running water, filthy, used as a tool storeroom, not enough table space for staff)

WHS Regs Section 41,

**Managing the Work Environment and Facilities Code of Practice
2011 Clause 1.3 & 3.2 & 3.5**

10) First Aid facilities lacking (Box left open and filthy inside, no private area for treatment or running water nearby)

WH&S Regs Section 42

11) Live Edge not appropriately Controlled

WH&S Regs Section 78

12) Hot work being performed without a Fire Extinguisher

WH&S Regs Section 359

Unfortunately, due to the builders general reluctance to fix issues we called Shannon Farrington – the local WHS manager at 10:48 am seeking Inspectorate assistance.

Shannon rang back at 10:58am and said she was chasing up an ESO and asked if Rolly Cummins from the CFMEU was with me. I said yes he was.

I rang Shannon again at 11:29am to see how she had progressed getting anyone and she indicated they were about to leave. About 11:50am Shannon Farrington arrived onsite and said the others were on their way.

A short time later ESO Inspector Paul Hutchinson arrived and I showed him some of the electrical issues and pointed out that if he agreed that the electrical was non-compliant it should be isolated and repaired.

A short time later Inspector Karim DeRidder arrived onsite and we showed him some of the WH&S issues.

Astoundingly the Inspectors did not direct the Contractors to Isolate the boards and make safe and said that they would be issuing “notices”. We pointed out that a young bloke had been electrocuted with a board that was moved which damaged a cable and said that it was for that reason we respectfully suggest isolation and repair. The contractor indicated that this would shut down all work and the electrical contractor argued that he needed time to make things compliant – it couldn’t happen straight away. I suggested that it should have been compliant when it was installed!

It was clear that we were not going to change the Inspectors minds and shook hands and left.

I may be missing something but all of these issues appear quite serious to me and most required immediate action and or would cause work to discontinue to make workers safe until they were rectified. To reinforce this I have found the parts of legislation that I feel each have breached.

Regards

Rob Hill

Far Northern Organiser

Electrical Trades Union Queensland

25/25 Grafton St, Cairns Qld 4870

[P.O.Box 5222, Cairns Qld 4870](#)


M. [REDACTED]

E: [REDACTED]

W: www.etu.org.au



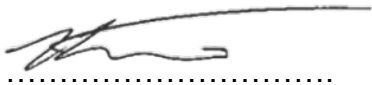
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 Please consider the environment before you print this email

Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

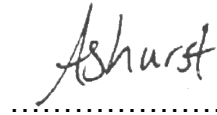
ANNEXURE SHEET

This is the document referred to as KDR-13 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



.....

Karim De Ridder



.....

Witness

**Improvement notice**

This notice is issued under the *Work Health and Safety Act 2011* section 191, *Safety in Recreational Water Activities Act 2011* applied section 191 *Work Health and Safety Act 2011* or *Electrical Safety Act 2002* section 146. This notice requires the person (which includes a body corporate, government department or public authority) to whom it is issued to remedy a contravention of the Act or Regulations. **The legislation requires that the person to whom an improvement notice is issued must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace at which work is being carried out that is affected by the notice.**

Notice No. I1053048**Notice issued to:**

Legal name of person/business or undertaking: HANSEN YUNCKEN PTY LTD	
ABN: 38063384056	ACN:
Trading as: HANSEN YUNCKEN PTY LTD	
Address: UNIT 1 , 140 MULGRAVE RD, WESTCOURT 4870 QLD	

Details of contravention:

Site location
Contemporary Arts Building 96 Abbott Street, Cairns, QLD, 4870
I, Karim De Ridder reasonably believe on 04-JUN-2019 at 12:00 that you are contravening a provision of the: <i>Work Health and Safety Regulation 2011</i> - regulation 315A(2)

Brief description of how the provision is being or has been contravened:

The Principle Contractor has not ensured that Amenities provided for use by workers are maintained in a hygienic condition. I observed and took photos of dust and mud on the wash sinks of the Male toilets during a site inspection of the construction site.

Directions (if any) as to the measures to be taken to remedy or prevent the contravention or likely contravention:

It is mandatory to comply with these directions

Recommendations (if any): Recommendations may be followed or you may adopt and follow another way that gives at least the same level of protection against the risk**Issuing inspector:**

	1054	
Signature of inspector	Inspector's ID	Inspector's contact number
05-JUN-2019	PO BOX 5464 CMC, CAIRNS 4870 QLD	
Date issued	Inspector's location	

This contravention must be remedied before: Service method:

07-JUN-2019	Delivered directly to the person named by electronic transmission
STEVE HAY	Management Representative For Person Conducting A Business Or Undertaking
Notice given to	Relationship to person to whom notice is issued

This portion may be signed and returned where contravention has been remedied before the stated date.

I certify that the requirements of this notice have been complied with:

Name <i>in block letters</i> : _____	Position: _____
Signature: _____	Date complied: / / _____

Notice No. I1053048

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice. You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

PRIVACY COLLECTION STATEMENT

The Office of Industrial Relations collects, uses, discloses and stores information in accordance with legislation it administers and all applicable privacy laws. This includes information collected by inspectors of the Department. Note that privacy laws do not apply if other laws conflict or allow or require the collection of information, and do not apply to the collection of information by The Office of Industrial Relations to the extent that it is exercising its law enforcement functions and non-compliance with privacy legislation is deemed necessary to fulfil those functions.

The Office of Industrial Relations privacy information is on our website at www.worksafe.qld.gov.au.

Internal review of decision

If a decision to issue an improvement notice was made by an inspector, an eligible person may apply for an internal review of that decision.

An eligible person is:

1. The person to whom the notice was issued.
2. A person conducting a business or undertaking whose interests are affected by the decision.
3. A worker whose interests are affected by the decision.
4. A health and safety representative who represents a worker whose interests are affected by the decision.

How does a person apply for a review of a decision?

The person must complete and lodge the Internal Review Application form before the date specified on the notice has expired or 14 days, whichever is the lesser. There is no application fee.

The operation of the improvement notice is stayed (that is suspended) once the application for review of decision is lodged with the regulator. The stay remains in effect until a decision is made by the regulator and whichever of the following is earlier ? an external review is applied for or 28 days have elapsed since the person became aware of the regulator's decision.

Information about how to apply for a review of decision, including application forms is available online at www.worksafe.qld.gov.au, or by phoning Advisory Services on 1300 362 128.

What happens next?

Applications are reviewed as soon as reasonably practicable and within 14 days unless additional information is required. The applicant will receive written confirmation of the result of the internal review including the reasons for the decision.

External review

If a decision to issue an improvement notice was made by the regulator or the regulator has made a decision through internal review, an eligible person may apply to the Queensland Civil and Administrative Tribunal for an external review. An external review application must be made within 28 days of the person becoming aware of the regulator's decision.

Please refer to www.worksafe.qld.gov.au or phone Advisory Services on 1300 362 128 for more information on how to apply for an external review.

Privacy collection statement

The Office of Industrial Relations collects, uses, discloses and stores information in accordance with legislation it administers and all applicable privacy laws. This includes information collected by inspectors of the Department. Note that privacy laws do not apply if other laws conflict or allow or require the collection of information, and do not apply to the collection of information by the Office of Industrial Relations to the extent that it is exercising its law enforcement functions and non-compliance with privacy legislation is deemed necessary to fulfil those functions.

The Office of Industrial Relations' privacy information is on our website at www.worksafe.qld.gov.au.

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice.

You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

**Improvement notice**

This notice is issued under the *Work Health and Safety Act 2011* section 191, *Safety in Recreational Water Activities Act 2011* applied section 191 *Work Health and Safety Act 2011* or *Electrical Safety Act 2002* section 146. This notice requires the person (which includes a body corporate, government department or public authority) to whom it is issued to remedy a contravention of the Act or Regulations. **The legislation requires that the person to whom an improvement notice is issued must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace at which work is being carried out that is affected by the notice.**

Notice No. I1053043**Notice issued to:**

Legal name of person/business or undertaking: HANSEN YUNCKEN PTY LTD	
ABN: 38063384056	ACN:
Trading as: HANSEN YUNCKEN PTY LTD	
Address: UNIT 1 , 140 MULGRAVE RD, WESTCOURT 4870 QLD	

Details of contravention:

Site location
First Floor - Contemporary arts Building 96 Abbott Street, Cairns, QLD 4870
I, Karim De Ridder reasonably believe on 04-JUN-2019 at 12:00 that you are contravening a provision of the: <i>Work Health and Safety Act 2011</i> - section(s) 19(1), 33 <i>Work Health and Safety Regulation 2011</i> - regulation 78(1)

Brief description of how the provision is being or has been contravened:

The PCBU has not, under part 3.1 of the Work Health and Safety Regulations, managed the risks to the health and safety of workers associated with a fall by a person from one level to another that is reasonably likely to cause injury. I observed 900mm Parra-webbing suspended between plastic bollards in poor condition less than 2m from a live edge greater than 2m in height being used as a delineation.
--

Directions (if any) as to the measures to be taken to remedy or prevent the contravention or likely contravention:



It is mandatory to comply with these directions

--

Recommendations (if any): Recommendations may be followed or you may adopt and follow another way that gives at least the same level of protection against the risk

--

Issuing inspector:

	1054	
Signature of inspector	Inspector's ID	Inspector's contact number
05-JUN-2019	PO BOX 5464 CMC, CAIRNS 4870 QLD	
Date issued	Inspector's location	

This contravention must be remedied before: Service method:

06-JUN-2019	Delivered directly to the person named by electronic transmission
STEVE HAY	Management Representative For Person Conducting A Business Or Undertaking
Notice given to	Relationship to person to whom notice is issued

This portion may be signed and returned where contravention has been remedied before the stated date.

I certify that the requirements of this notice have been complied with:

Name *in block letters*: _____ Position: _____

Signature: _____ Date complied: / / **Notice No. I1053043**

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice. You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

PRIVACY COLLECTION STATEMENT

The Office of Industrial Relations collects, uses, discloses and stores information in accordance with legislation it administers and all applicable privacy laws. This includes information collected by inspectors of the Department. Note that privacy laws do not apply if other laws conflict or allow or require the collection of information, and do not apply to the collection of information by The Office of Industrial Relations to the extent that it is exercising its law enforcement functions and non-compliance with privacy legislation is deemed necessary to fulfil those functions.

The Office of Industrial Relations privacy information is on our website at www.worksafe.qld.gov.au.

Internal review of decision

If a decision to issue an improvement notice was made by an inspector, an eligible person may apply for an internal review of that decision.

An eligible person is:

1. The person to whom the notice was issued.
2. A person conducting a business or undertaking whose interests are affected by the decision.
3. A worker whose interests are affected by the decision.
4. A health and safety representative who represents a worker whose interests are affected by the decision.

How does a person apply for a review of a decision?

The person must complete and lodge the Internal Review Application form before the date specified on the notice has expired or 14 days, whichever is the lesser. There is no application fee.

The operation of the improvement notice is stayed (that is suspended) once the application for review of decision is lodged with the regulator. The stay remains in effect until a decision is made by the regulator and whichever of the following is earlier ? an external review is applied for or 28 days have elapsed since the person became aware of the regulator's decision.

Information about how to apply for a review of decision, including application forms is available online at www.worksafe.qld.gov.au, or by phoning Advisory Services on 1300 362 128.

What happens next?

Applications are reviewed as soon as reasonably practicable and within 14 days unless additional information is required. The applicant will receive written confirmation of the result of the internal review including the reasons for the decision.

External review

If a decision to issue an improvement notice was made by the regulator or the regulator has made a decision through internal review, an eligible person may apply to the Queensland Civil and Administrative Tribunal for an external review. An external review application must be made within 28 days of the person becoming aware of the regulator's decision.

Please refer to www.worksafe.qld.gov.au or phone Advisory Services on 1300 362 128 for more information on how to apply for an external review.

Privacy collection statement

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The Office of Industrial Relations' privacy information is on our website at www.worksafe.qld.gov.au.

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice.

You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

**Improvement notice**

This notice is issued under the *Work Health and Safety Act 2011* section 191, *Safety in Recreational Water Activities Act 2011* applied section 191 *Work Health and Safety Act 2011* or *Electrical Safety Act 2002* section 146. This notice requires the person (which includes a body corporate, government department or public authority) to whom it is issued to remedy a contravention of the Act or Regulations. **The legislation requires that the person to whom an improvement notice is issued must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace at which work is being carried out that is affected by the notice.**

Notice No. I1053044**Notice issued to:**

Legal name of person/business or undertaking: HANSEN YUNCKEN PTY LTD	
ABN: 38063384056	ACN:
Trading as: HANSEN YUNCKEN PTY LTD	
Address: UNIT 1 , 140 MULGRAVE RD, WESTCOURT 4870 QLD	

Details of contravention:

Site location
Centre of Contemporary Arts 96 Abbott Street, Cairns, QLD, 4870
I, Karim De Ridder reasonably believe on 04-JUN-2019 at 12:00 that you are contravening a provision of the: <i>Work Health and Safety Act 2011</i> - section(s) 19(3)(A), 33

Brief description of how the provision is being or has been contravened:

The PCBU has not ensured so far as is reasonably practicable the provision and maintenance of a safe work environment where fire extinguishers observed to be used as risk control measures were not maintained to current test date.

Directions (if any) as to the measures to be taken to remedy or prevent the contravention or likely contravention:

It is mandatory to comply with these directions

Recommendations (if any): Recommendations may be followed or you may adopt and follow another way that gives at least the same level of protection against the risk**Issuing inspector:**

	1054	
Signature of inspector	Inspector's ID	Inspector's contact number
05-JUN-2019	PO BOX 5464 CMC, CAIRNS 4870 QLD	
Date issued	Inspector's location	

This contravention must be remedied before: Service method:

07-JUN-2019	Delivered directly to the person named by electronic transmission
STEVE HAY	Management Representative For Person Conducting A Business Or Undertaking
Notice given to	Relationship to person to whom notice is issued

This portion may be signed and returned where contravention has been remedied before the stated date.

I certify that the requirements of this notice have been complied with:

Name *in block letters*: _____ Position: _____

Signature: _____ Date complied: / / **Notice No. I1053044**

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice. You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

PRIVACY COLLECTION STATEMENT

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The Office of Industrial Relations privacy information is on our website at www.worksafe.qld.gov.au.

Internal review of decision

If a decision to issue an improvement notice was made by an inspector, an eligible person may apply for an internal review of that decision.

An eligible person is:

1. The person to whom the notice was issued.
2. A person conducting a business or undertaking whose interests are affected by the decision.
3. A worker whose interests are affected by the decision.
4. A health and safety representative who represents a worker whose interests are affected by the decision.

How does a person apply for a review of a decision?

The person must complete and lodge the Internal Review Application form before the date specified on the notice has expired or 14 days, whichever is the lesser. There is no application fee.

The operation of the improvement notice is stayed (that is suspended) once the application for review of decision is lodged with the regulator. The stay remains in effect until a decision is made by the regulator and whichever of the following is earlier ? an external review is applied for or 28 days have elapsed since the person became aware of the regulator's decision.

Information about how to apply for a review of decision, including application forms is available online at www.worksafe.qld.gov.au, or by phoning Advisory Services on 1300 362 128.

What happens next?

Applications are reviewed as soon as reasonably practicable and within 14 days unless additional information is required. The applicant will receive written confirmation of the result of the internal review including the reasons for the decision.

External review

If a decision to issue an improvement notice was made by the regulator or the regulator has made a decision through internal review, an eligible person may apply to the Queensland Civil and Administrative Tribunal for an external review. An external review application must be made within 28 days of the person becoming aware of the regulator's decision.

Please refer to www.worksafe.qld.gov.au or phone Advisory Services on 1300 362 128 for more information on how to apply for an external review.

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The Office of Industrial Relations' privacy information is on our website at www.worksafe.qld.gov.au.

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice.

You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

FORM13
V1.1.12

RECIPIENT'S COPY

Queensland
Government

ABN 94 496 188 983

Work Health and Safety Act 2011

Electrical Safety Act 2002

Safety in Recreational Water Activities Act 2011

Improvement notice

This notice is issued under the *Work Health and Safety Act 2011* section 191, *Safety in Recreational Water Activities Act 2011* applied section 191 *Work Health and Safety Act 2011* or *Electrical Safety Act 2002* section 146. This notice requires the person (which includes a body corporate, government department or public authority) to whom it is issued to remedy a contravention of the Act or Regulations. **The legislation requires that the person to whom an improvement notice is issued must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace at which work is being carried out that is affected by the notice.**

Notice No. I1053046**Notice issued to:**

Legal name of person/business or undertaking: HANSEN YUNCKEN PTY LTD	
ABN: 38063384056	ACN:
Trading as: HANSEN YUNCKEN PTY LTD	
Address: UNIT 1 , 140 MULGRAVE RD, WESTCOURT 4870 QLD	

Details of contravention:

Site location
Contemporary Arts Building 96 Abbott Street, Cairns, QLD, 4870
I, Karim De Ridder reasonably believe on 04-JUN-2019 at 12:00 that you are contravening a provision of the: <i>Work Health and Safety Act 2011</i> - section(s) 19(3)(A), 33

Brief description of how the provision is being or has been contravened:

The PCBU has not ensured so far as is reasonably practicable the provision and maintenance of a safe work environment. I observed a First Aid kit in the allocated first aid area of the construction site to have the last recorded service date listed as the 15/9/16.
--

Directions (if any) as to the measures to be taken to remedy or prevent the contravention or likely contravention:

It is mandatory to comply with these directions

Hansen Yuncken Pty Ltd must ensure that First Aid kits are maintained and restocked.
Note: The WHS Act, Section 26A provides that PCBUs must comply with approved Codes of Practice, or manage hazards in a different way that provides an equivalent or higher standard of health and safety than the standard required under the Code. Refer to: Part 3.1 of the "First Aid in the Workplace COP 2014"
https://www.worksafe.qld.gov.au/_data/assets/pdf_file/0004/58162/First-aid-in-the-workplace-COP-2014.pdf

Recommendations (if any): Recommendations may be followed or you may adopt and follow another way that gives at least the same level of protection against the risk

--

Issuing inspector:

	1054	
Signature of inspector	Inspector's ID	Inspector's contact number
05-JUN-2019	PO BOX 5464 CMC, CAIRNS 4870 QLD	
Date issued	Inspector's location	

This contravention must be remedied before: Service method:

07-JUN-2019	Delivered directly to the person named by electronic transmission
STEVE HAY	Management Representative For Person Conducting A Business Or Undertaking
Notice given to	Relationship to person to whom notice is issued

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice. You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

PRIVACY COLLECTION STATEMENT

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The Office of Industrial Relations privacy information is on our website at www.worksafe.qld.gov.au.

Internal review of decision

If a decision to issue an improvement notice was made by an inspector, an eligible person may apply for an internal review of that decision.

An eligible person is:

1. The person to whom the notice was issued.
2. A person conducting a business or undertaking whose interests are affected by the decision.
3. A worker whose interests are affected by the decision.
4. A health and safety representative who represents a worker whose interests are affected by the decision.

How does a person apply for a review of a decision?

The person must complete and lodge the Internal Review Application form before the date specified on the notice has expired or 14 days, whichever is the lesser. There is no application fee.

The operation of the improvement notice is stayed (that is suspended) once the application for review of decision is lodged with the regulator. The stay remains in effect until a decision is made by the regulator and whichever of the following is earlier ? an external review is applied for or 28 days have elapsed since the person became aware of the regulator's decision.

Information about how to apply for a review of decision, including application forms is available online at www.worksafe.qld.gov.au, or by phoning Advisory Services on 1300 362 128.

What happens next?

Applications are reviewed as soon as reasonably practicable and within 14 days unless additional information is required. The applicant will receive written confirmation of the result of the internal review including the reasons for the decision.

External review

If a decision to issue an improvement notice was made by the regulator or the regulator has made a decision through internal review, an eligible person may apply to the Queensland Civil and Administrative Tribunal for an external review. An external review application must be made within 28 days of the person becoming aware of the regulator's decision.

Please refer to www.worksafe.qld.gov.au or phone Advisory Services on 1300 362 128 for more information on how to apply for an external review.

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An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice.

You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

**Improvement notice**

This notice is issued under the *Work Health and Safety Act 2011* section 191, *Safety in Recreational Water Activities Act 2011* applied section 191 *Work Health and Safety Act 2011* or *Electrical Safety Act 2002* section 146. This notice requires the person (which includes a body corporate, government department or public authority) to whom it is issued to remedy a contravention of the Act or Regulations. **The legislation requires that the person to whom an improvement notice is issued must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace at which work is being carried out that is affected by the notice.**

Notice No. I1053047**Notice issued to:**

Legal name of person/business or undertaking: HANSEN YUNCKEN PTY LTD	
ABN: 38063384056	ACN:
Trading as: HANSEN YUNCKEN PTY LTD	
Address: UNIT 1 , 140 MULGRAVE RD, WESTCOURT 4870 QLD	

Details of contravention:

Site location
Contemporary Arts Building 96 Abbott Street, Cairns, QLD, 4870
I, Karim De Ridder reasonably believe on 04-JUN-2019 at 12:00 that you are contravening a provision of the: <i>Work Health and Safety Regulation 2011</i> - regulation 40(A)

Brief description of how the provision is being or has been contravened:

The PCBU has not so far as is reasonably practicable ensured that the layout of the workplace allows for a persons to enter and exit and move about without risk to Health and Safety both under normal working conditions and in an Emergency. On site visit to the construction site, I observed tied steel foundation cages in a general access area on the external Abbot Street facing side of the building not allowing safe access and egress in the area of the workplace.
--

Directions (if any) as to the measures to be taken to remedy or prevent the contravention or likely contravention:

It is mandatory to comply with these directions

Recommendations (if any): Recommendations may be followed or you may adopt and follow another way that gives at least the same level of protection against the risk**Issuing inspector:**

	1054	
Signature of inspector	Inspector's ID	Inspector's contact number
05-JUN-2019	PO BOX 5464 CMC, CAIRNS 4870 QLD	
Date issued	Inspector's location	

This contravention must be remedied before: Service method:

07-JUN-2019	Delivered directly to the person named by electronic transmission
STEVE HAY	Management Representative For Person Conducting A Business Or Undertaking
Notice given to	Relationship to person to whom notice is issued

This portion may be signed and returned where contravention has been remedied before the stated date.

I certify that the requirements of this notice have been complied with:

Name *in block letters*: _____ Position: _____

Signature: _____ Date complied: / / **Notice No. I1053047**

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice. You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

PRIVACY COLLECTION STATEMENT

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The Office of Industrial Relations privacy information is on our website at www.worksafe.qld.gov.au.

Internal review of decision

If a decision to issue an improvement notice was made by an inspector, an eligible person may apply for an internal review of that decision.

An eligible person is:

1. The person to whom the notice was issued.
2. A person conducting a business or undertaking whose interests are affected by the decision.
3. A worker whose interests are affected by the decision.
4. A health and safety representative who represents a worker whose interests are affected by the decision.

How does a person apply for a review of a decision?

The person must complete and lodge the Internal Review Application form before the date specified on the notice has expired or 14 days, whichever is the lesser. There is no application fee.

The operation of the improvement notice is stayed (that is suspended) once the application for review of decision is lodged with the regulator. The stay remains in effect until a decision is made by the regulator and whichever of the following is earlier ? an external review is applied for or 28 days have elapsed since the person became aware of the regulator's decision.

Information about how to apply for a review of decision, including application forms is available online at www.worksafe.qld.gov.au, or by phoning Advisory Services on 1300 362 128.

What happens next?

Applications are reviewed as soon as reasonably practicable and within 14 days unless additional information is required. The applicant will receive written confirmation of the result of the internal review including the reasons for the decision.

External review

If a decision to issue an improvement notice was made by the regulator or the regulator has made a decision through internal review, an eligible person may apply to the Queensland Civil and Administrative Tribunal for an external review. An external review application must be made within 28 days of the person becoming aware of the regulator's decision.

Please refer to www.worksafe.qld.gov.au or phone Advisory Services on 1300 362 128 for more information on how to apply for an external review.

Privacy collection statement

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The Office of Industrial Relations' privacy information is on our website at www.worksafe.qld.gov.au.

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice.

You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

FORM13
V1.1.12

RECIPIENT'S COPY

Queensland
Government

ABN 94 496 188 983

Work Health and Safety Act 2011

Electrical Safety Act 2002

Safety in Recreational Water Activities Act 2011

Improvement notice

This notice is issued under the *Work Health and Safety Act 2011* section 191, *Safety in Recreational Water Activities Act 2011* applied section 191 *Work Health and Safety Act 2011* or *Electrical Safety Act 2002* section 146. This notice requires the person (which includes a body corporate, government department or public authority) to whom it is issued to remedy a contravention of the Act or Regulations. **The legislation requires that the person to whom an improvement notice is issued must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace at which work is being carried out that is affected by the notice.**

Notice No. I1053045**Notice issued to:**

Legal name of person/business or undertaking: HANSEN YUNCKEN PTY LTD	
ABN: 38063384056	ACN:
Trading as: HANSEN YUNCKEN PTY LTD	
Address: UNIT 1 , 140 MULGRAVE RD, WESTCOURT 4870 QLD	

Details of contravention:

Site location
Ground Level - Contemporary Arts Building 96 Abbott Street, Cairns, QLD, 4870
I, Karim De Ridder reasonably believe on 04-JUN-2019 at 12:00 that you are contravening a provision of the: <i>Work Health and Safety Regulation 2011</i> - regulation 40(D)

Brief description of how the provision is being or has been contravened:

The PCBU has not ensured so far as is reasonably practicable that lighting is sufficient to allow workers to move within the workplace and safely during an emergency without risks to the health and safety of the workers. I observed general access ways, job areas and amenities to have poor lighting levels during a site visit to the workplace.

Directions (if any) as to the measures to be taken to remedy or prevent the contravention or likely contravention:

It is mandatory to comply with these directions

--

Recommendations (if any): Recommendations may be followed or you may adopt and follow another way that gives at least the same level of protection against the risk

--

Issuing inspector:

	1054	
Signature of inspector	Inspector's ID	Inspector's contact number
05-JUN-2019	PO BOX 5464 CMC, CAIRNS 4870 QLD	
Date issued	Inspector's location	

This contravention must be remedied before: Service method:

06-JUN-2019	Delivered directly to the person named by electronic transmission
STEVE HAY	Management Representative For Person Conducting A Business Or Undertaking
Notice given to	Relationship to person to whom notice is issued

This portion may be signed and returned where contravention has been remedied before the stated date.

I certify that the requirements of this notice have been complied with:

Name *in block letters*: _____ Position: _____Signature: _____ Date complied: / / **Notice No. I1053045**

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice. You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

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The Office of Industrial Relations privacy information is on our website at www.worksafe.qld.gov.au.

Internal review of decision

If a decision to issue an improvement notice was made by an inspector, an eligible person may apply for an internal review of that decision.

An eligible person is:

1. The person to whom the notice was issued.
2. A person conducting a business or undertaking whose interests are affected by the decision.
3. A worker whose interests are affected by the decision.
4. A health and safety representative who represents a worker whose interests are affected by the decision.

How does a person apply for a review of a decision?

The person must complete and lodge the Internal Review Application form before the date specified on the notice has expired or 14 days, whichever is the lesser. There is no application fee.

The operation of the improvement notice is stayed (that is suspended) once the application for review of decision is lodged with the regulator. The stay remains in effect until a decision is made by the regulator and whichever of the following is earlier ? an external review is applied for or 28 days have elapsed since the person became aware of the regulator's decision.

Information about how to apply for a review of decision, including application forms is available online at www.worksafe.qld.gov.au, or by phoning Advisory Services on 1300 362 128.

What happens next?

Applications are reviewed as soon as reasonably practicable and within 14 days unless additional information is required. The applicant will receive written confirmation of the result of the internal review including the reasons for the decision.

External review

If a decision to issue an improvement notice was made by the regulator or the regulator has made a decision through internal review, an eligible person may apply to the Queensland Civil and Administrative Tribunal for an external review. An external review application must be made within 28 days of the person becoming aware of the regulator's decision.

Please refer to www.worksafe.qld.gov.au or phone Advisory Services on 1300 362 128 for more information on how to apply for an external review.

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The Office of Industrial Relations collects, uses, discloses and stores information in accordance with legislation it administers and all applicable privacy laws. This includes information collected by inspectors of the Department. Note that privacy laws do not apply if other laws conflict or allow or require the collection of information, and do not apply to the collection of information by the Office of Industrial Relations to the extent that it is exercising its law enforcement functions and non-compliance with privacy legislation is deemed necessary to fulfil those functions.

The Office of Industrial Relations' privacy information is on our website at www.worksafe.qld.gov.au.

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice.

You must comply with this notice within the period stated. Failure to comply with this notice may incur a maximum penalty of \$50 000 for an individual and \$250 000 for a body corporate, government department or public authority.

Infringement notice

This notice is issued under the *State Penalties Enforcement Act 1999* section 13 to a person who is contravening or has contravened a provision that has been designated an offence under the Act or the regulations that may attract an infringement notice. This notice requires the person to whom it is issued to ensure payment by the due date unless other available action is taken (refer to reverse side of notice for relevant information).

Notice No. F 1012012

Notice issued to:

Legal name of alleged offender: <u>HANSEN YUNCKEN PTY LTD</u>			
ABN: <u>38 063 384 056</u>		ACN:	
Trading as (if applicable): <u>HANSEN YUNCKEN</u>			
Address: <u>1/639 Wickham Street</u> <u>Fortitude Valley, QLD 4006</u>			
Date of birth: <u>/ /</u>		Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female	Contact number: <u>[REDACTED]</u>
Identification type:		ID number:	

Details of alleged contravention:

Location of offence
Ground floor, Centre of Contemporary Arts (COCA), 96 Abbott Street, Cairns, QLD, 4870

I, Karim De Ridder Inspector name reasonably believe on 6/6/19 date at 1022 hrs 24 hour time

you committed an infringement notice offence by contravening a provision of the:

Work Health and Safety Act 2011, section 193 Work Health and Safety Regulation 2011, regulation

Electrical Safety Act 2002, section Electrical Safety Regulation 2002, regulation

Safety in Recreational Water Activities Act 2011, section Safety in Recreational Water Activities Regulation 2011, regulation

Offence code: 7000

Penalty amount \$ 3600.00 Payment must be received within 28 days after the date of this notice.

Description of the offence:

Failure to comply with improvement notice within period stated.

Issuing Inspector:

<u>[REDACTED]</u> Signature of inspector	<u>1054</u> Inspector's ID	<u>[REDACTED]</u> Inspector's contact number
<u>7/6/19</u> Date issued	<u>Level 6, 5B SHERIDAN STREET, William McCormick B, Cairns, Q, 4870</u> Inspector's work address	

Service method:

Delivered personally Left for a person at the workplace Registered Post Fax Left at the person's last known place of residence or business

DAVID HAYDON Notice given to Project Manager Relationship to person to whom notice is issued

Information about payment options is detailed on the back of this notice.

PRIVACY COLLECTION STATEMENT

The Department of Justice and Attorney-General collects, uses, discloses and stores information in accordance with legislation it administers and all applicable privacy laws. This includes information collected by inspectors of the Department. Note that privacy laws do not apply if other laws conflict or allow or require the collection of information, and do not apply to the collection of information by The Department of Justice and Attorney-General to the extent that it is exercising its law enforcement functions and non-compliance with privacy legislation is deemed necessary to fulfil those functions.

The Department of Justice and Attorney-General privacy information is on our website at www.justice.qld.gov.au.

You have 28 days from the date of the notice to choose one of the options listed below. A reminder notice will not be issued.

Full payment

By mail: Return a copy of this notice with full payment (cheque or money order) payable to the Office of Industrial Relations, Accounts Receivable, P O Box 820, Lutwyche QLD 4030.

Do not mail cash OR

By phone: (Credit Card only) by calling 1300 362 128 referencing the infringement notice number.

Voluntary instalment plan

If the fine is at least \$200, an initial instalment of at least \$60 must be made by the due date. Complete the section below and return this notice with your first payment to Workplace Health and Safety Queensland.

Signature: _____	Date: _____
Current Address: _____	
Contact Phone Number: _____	Infringement Notice Number: _____
Complete and return this section to:	
SPER Liaison Officer, Operations Support Services, Workplace Health and Safety Queensland, GPO Box 69, BRISBANE QLD 4001.	

An instalment plan will be sent to you by the State Penalties Enforcement Registry (SPER). Failure to comply with the instalment plan may result in enforcement by SPER and you will be required to pay additional fees.

Election for Court Hearing

You have the right to elect to have this matter dealt with by a court. This Election for Court Hearing must be completed and the complete notice forwarded to the Department of Justice and Attorney-General within the **28 day period** from the date of service of this Infringement notice.

You are responsible for obtaining your own legal advice before the Court hearing. If found guilty of the offence you may be required to pay costs. If you do not appear on the date set for the hearing, the offence may be heard in your absence.

To be completed by the alleged offender	
I, _____	_____
Given name/s	Family name
elect to have the matter dealt with by a Court of Law and understand a summons will be issued to me.	
Signature: _____	Date: _____
Current Address: _____	
Contact Phone Number: _____	Infringement Notice Number: _____
Complete and return this section to:	
SPER Liaison Officer, Workplace Health and Safety Queensland, GPO Box 69, BRISBANE QLD 4001.	

Application to cancel infringement notice for a mistake of fact

If you were served with this infringement notice and named as the alleged offender, you are taken to have committed the offence. However, if you believe you have been wrongly identified as the alleged offender, you may apply to have the Infringement notice cancelled because of a mistake of fact.

If you wish to apply for a mistake of fact, you must complete a Statutory Declaration and provide information supporting your claim for a mistake of fact. Your Statutory Declaration may be made by obtaining a form from any Courthouse, making the declaration in the presence of a Commissioner for Declarations, and returning this notice with the declaration to Workplace Health and Safety Queensland.

Written confirmation of your application for a mistake of fact will be sent to you. Your application for a mistake of fact will be reviewed within 14 days of being confirmed. You will be notified in writing of the outcome of your application for a mistake of fact within 14 days after a decision has been made. If your application for a mistake of fact is unsuccessful, you will be notified of a new payment date.

Withdrawal of the infringement notice

This notice may be withdrawn before or after the penalty is paid. In the event that the notice is withdrawn, the Department of Justice and Attorney-General may determine that further prosecution is warranted.

FORM 12
V1.1.12

RECIPIENT'S COPY

Queensland
Government

ABN 94 496 188 983

Work Health and Safety Act 2011
Safety in Recreational Water Activities Act 2011

Notice No. P1029159

Prohibition notice

This notice is issued under the *Work Health and Safety Act 2011* section 195 or the *Safety in Recreational Water Activities Act 2011* applied section 195 *Work Health and Safety Act 2011* (which includes a body corporate, government department or public authority) who has or may be reasonably presumed to have control over the prohibited activity. This notice prohibits an activity which involves or will involve an immediate or imminent risk to the health and safety of any person. **The legislation requires that the person to whom a prohibition notice is issued must, as soon as possible, display a copy of the notice in a prominent place at or near the workplace, or part of the workplace at which work is being carried out that is affected by the notice.**

Notice issued to:

Legal name of person/business or undertaking: HANSEN YUNCKEN PTY LTD	
ABN: 38063384056	ACN:
Trading as: HANSEN YUNCKEN PTY LTD	
Address: UNIT 1 , 140 MULGRAVE RD, WESTCOURT 4870 QLD	

Details of serious risk:

Site location	Direction given orally: Y
Contemporary Arts Building Abbott Street side, block walls 96 Abbott Street, Cairns, QLD	
I, Karim De Ridder reasonably believe on 05-JUN-2019 at 13:00 that an activity is occurring at the workplace that involves a serious risk to the health or safety of a person emanating from an immediate or imminent exposure to a hazard and that this activity is contravening a provision of the: <i>Work Health and Safety Act 2011</i> - section(s) 19(1), 32	
I direct the person with control over the following activity to stop the activity of: Permitting unsupported block walls heights in excess of 1250mm when wind speeds/wind gusts exceed 17 knots or wind speeds/gusts are forecasted to possibly exceed 17 knots.	
until an inspector is satisfied that the following matters that give rise to the risk have been remedied:	

Basis for inspector's belief:

I observed and photographed unsupported block wall heights of up to 2930mm in height without exclusion zones set up when wind gusts are exceeding 17 knots.

Directions (if any) on the measures to be taken to remedy the risk, activities or matters or the contravention or likely contravention: It is mandatory to comply with these directions

--

Recommendations (if any): Recommendations may be followed or you may adopt and follow another way that gives at least the same level of protection against the risk

--

Issuing inspector:

	1054	
Signature of inspector	Inspector's ID	Inspector's contact number
05-JUN-2019	PO BOX 5464 CMC, CAIRNS 4870 QLD	
Date issued	Inspector's location	

Service method:

Delivered directly to the person named by electronic transmission	
STEVEN HAY	Management Representative For Person With Management Or Control Of A Workplace
Notice given to	Relationship to person to whom notice is issued
Information about how to obtain a review of this decision is detailed on the back of this notice.	

An inspector may make minor technical changes to this notice in certain circumstances. This does not change the validity of the notice.

You must comply with this notice. Failure to comply may incur a maximum penalty of \$100 000 for an individual and \$500 000 for a body corporate, government department or public authority.

PRIVACY COLLECTION STATEMENT

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The Office of Industrial Relations privacy information is on our website at www.worksafe.qld.gov.au/.

Internal review of decision

If a decision to prohibit an activity was made by an inspector, an eligible person may apply for an internal review of that decision.

An eligible person is:

1. The person to whom the notice was issued.
2. The person with management or control of the workplace, plant or substance.
3. A person conducting a business or undertaking whose interests are affected by the decision.
4. A worker whose interests are affected by the decision.
5. A health and safety representative who represents a worker whose interests are affected by the decision.
6. A health and safety representative who gave a direction under section 85 of the *Work Health and Safety Act 2011* to cease work, that is relevant to the prohibition notice.

How does a person apply for a review of a decision?

The person must complete and lodge the Internal Review Application form within 14 days of receiving the notice. There is no application fee.

The operation of the prohibition notice continues unless a separate application is made to stay (that is suspend) the prohibition while the review is undertaken. The regulator may or may not grant the stay. The regulator will make a decision on the stay within one working day after the regulator receives the application.

If a stay is granted, it remains in effect until a decision is made by the regulator and whichever of the following is earlier - an external review is applied for or 28 days have elapsed since the person became aware of the regulator's decision.

Information about how to apply for a review of decision, including application forms, is available online at www.worksafe.qld.gov.au, or by phoning Advisory Services on 1300 362 128.

What happens next?

Applications are reviewed within 14 days unless additional information is required. Applicants are provided with written confirmation of the result of the internal review including the reasons for the decision.

External review

If a decision to prohibit an activity was made by the regulator or the regulator has made a decision through internal review, an eligible person may apply to the Queensland Civil and Administrative Tribunal for an external review. An external review application must be made within 28 days of the person becoming aware of the regulator's decision.

Please refer to www.worksafe.qld.gov.au for more information on how to apply for an external review.

Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-14 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



.....
Karim De Ridder



.....
Witness

From: Karim De Ridder
Sent: Friday, 14 June 2019 12:11 PM
To: Shannon Farrington
Subject: RE: Request for assistance at the Hansen Yuncken project at Abbott Street Cairns

Follow Up Flag: Follow up
Flag Status: Flagged

No worries Shannon, I will give Wayne a ring and head down,

Kind regards

Karim De Ridder

Senior Inspector
Workplace Health and Safety Queensland
Office of Industrial Relations
Level 6, William McCormack Place
5B Sheridan Street, Cairns QLD 4870
POSTAL ADDRESS: PO Box 5464 Cairns QLD 4870
PH: [REDACTED]
[REDACTED]

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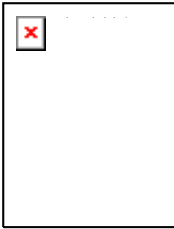
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For more information visit www.worksafe.qld.gov.au
or telephone 1300 369 915.

From: Shannon Farrington
Sent: Friday, 14 June 2019 11:46 AM
To: Karim De Ridder ; Wayne Connors ; Paul Hutchinson ; Tony Prentis ; Shari Truscott
Subject: Fwd: Request for assistance at the Hansen Yuncken project at Abbott Street Cairns

Please see below, sorry fellas. I'm too sick for this rubbish. Shari can you please give Paul and Tony a call if they aren't back in the office from attending HY.

Kind regards,



Shannon Farrington
Operations Manager, Cairns and Far North Queensland
Compliance and Business Engagement
Office of Industrial Relations

P: [Redacted]

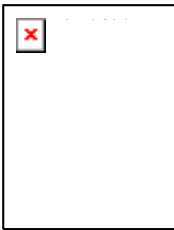
Email: [Redacted]
Level 6, 5B William McCormack Building, Sheridan St, CAIRNS QLD 4870

Begin forwarded message:

From: Shannon Farrington [Redacted]
Date: 14 June 2019 at 11:42:18 am AEST
To: Andrew Stathooles [Redacted]
Cc: Helen Burgess [Redacted] Marc Dennett [Redacted]
Gavin Thompson [Redacted]
Subject: Re: Request for assistance at the Hansen Yuncken project at Abbott Street Cairns

I just received a call about the other email (Vis construction) from Roly Cummins who reported they had not asked for an inspector to attend Hansen Yuncken only Vis, and they have been waiting over an hour.
He seemed amused that we sent inspectors to HY.

Kind regards,



Shannon Farrington
Operations Manager, Cairns and Far North Queensland
Compliance and Business Engagement
Office of Industrial Relations

P: [Redacted]

Email: [Redacted]
Level 6, 5B William McCormack Building, Sheridan St, CAIRNS QLD 4870

On 14 Jun 2019, at 9:08 am, Andrew Stathooles [Redacted] wrote:

No worries, let me know if anything is required

Andrew Stathooles
A/Regional Director
Central and North Queensland Region
Compliance and Field Services
Workplace Health and Safety Queensland
Office of Industrial Relations

P: [Redacted]
M: [Redacted]
E: [Redacted]
Ground Floor, 209 Bolsover Street, Rockhampton
PO Box 1504, Rockhampton, Qld, 4701

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From: Shannon Farrington
Sent: Friday, 14 June 2019 8:49 AM
To: Andrew Stathooles [REDACTED]
Cc: Karim De Ridder [REDACTED]; Wayne Connors [REDACTED]
Subject: FW: Request for assistance at the Hansen Yuncken project at Abbott Street Cairns

Hi Andrew,

Looks like ESO have this one so far, but it's likely we will get a request to attend as well.

Just letting you know I haven't left home yet as I don't feel safe to drive when I've had panadiene forte, Karim and Wayne FYI only at this stage.

Kind regards,

Shannon Farrington
Operations Manager, Cairns and Far North Queensland
Compliance and Field Services
Office of Industrial Relations

P: [REDACTED]
Email: [REDACTED]
Level 6, 5B William McCormack Building, Sheridan St, CAIRNS QLD 4870

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Connect with us:

From: Helen Burgess
Sent: Friday, 14 June 2019 8:37 AM
To: WHSQ AAA [REDACTED]
Cc: Sara Francis [REDACTED]; Johanna Sutherland [REDACTED]; Andrew Stathooles [REDACTED]; Shannon Farrington [REDACTED]; Michael Gibson [REDACTED]; Marc Dennett [REDACTED]
Subject: Request for assistance at the Hansen Yuncken project at Abbott Street Cairns

Hello

The CFMEU and ETU have requested Inspector assistance at the Hansen Yuncken project on Abbott Street Cairns.

The issue is non-compliant construction wiring.

Thanks
Helen

Helen Burgess

Director, Construction Compliance and Field Services
Office of Industrial Relations

P: [REDACTED]
Level 11, 1 William Street, Brisbane QLD 4000
GPO Box 69, Brisbane QLD 4001


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ANNEXURE SHEET

This is the document referred to as KDR-15 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.


.....

Karim De Ridder


.....

Witness

From: Karim De Ridder
Sent: Friday, 14 June 2019 3:40 PM
To: Shannon Farrington
Cc: Wayne Connors
Subject: VIS Constructions, Abbott Street response to Union concerns

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Shannon,

Just an update on the Vis Constructions response that Wayne and myself followed up on today. Issues of note identified while on site:

- Amenities (facilities provided); inadequate in relation to not being separate from work activities or a 'room' as such as required under Schedule 5A of the Regs, Improvement notice to be issued in relation to this
- Test and Tag
- Scaffold stairs required securing and a ties required on one bay (to follow up with notices to Scaffold company RE this)
- Housekeeping – general: Some issues with walkways, slab with exposed reo (trip hazard), piles of cut off reo at ankle height etc.
- Safe Access/egress – issues with small drops from slab height to ground on walkways/areas accessible.
- Scaffold/top of stretch stairs (south side) to slab – gaps greater than 225 (~240mm)
- Falling object protection (containment screening) to neighbouring blocks requiring extending (currently up to approx. 900mm)

Above will be addressed with Improvement notices on Monday at some stage. No issues of imminent or immediate risk identified at time of site visit, not all areas of the workplace able to be accessed due to concrete finishing work occurring at time of site visit. Further electrical issues being identified and dealt with by ESO inspector who also attended site. As far as observed at this stage no priority infringement notices to be issued.

I would like to further put on record that due to the persistent attendance required to jobs requested by CFMEU/ETU representatives I have had to prioritise works to these site away from other QLD workplaces which included addressing asbestos, work at heights and electrical exclusion zones issues to the level that I have not been able to record any CISR records in the last two weeks, unable to issue notices in a timely fashion to other obligation holders and thus ultimately unable to follow the departments expectation with regards to my performance as an inspector.

Kind regards

Karim De Ridder
Senior Inspector
Workplace Health and Safety Queensland
Office of Industrial Relations
Level 6, William McCormack Place
5B Sheridan Street, Cairns QLD 4870
POSTAL ADDRESS: PO Box 5464 Cairns QLD 4870
PH: [REDACTED]

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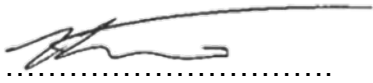
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Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

ANNEXURE SHEET

This is the document referred to as KDR-16 in the statement of Karim De Ridder sworn at Cairns on 5 May 2026.



.....
Karim De Ridder



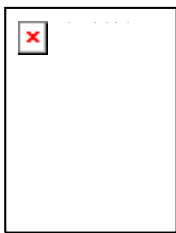
.....
Witness

From: Shannon Farrington [REDACTED]
Sent: Monday, 17 June 2019 1:34 PM
To: Karim De Ridder
Subject: FW: VIS Construction Abbott St Cairns

Follow Up Flag: Follow up
Flag Status: Flagged

Understand you're still catching up from last week but please note the ETU have asked for answers by COB tomorrow.

Kind regards,



Shannon Farrington

Operations Manager, Cairns and Far North Queensland
Compliance and Field Services
Office of Industrial Relations

P: [REDACTED]
Email: [REDACTED]
Level 6, 5B William McCormack Building, Sheridan St, CAIRNS QLD 4870

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Connect with us:



From: Andrew Stathooles
Sent: Monday, 17 June 2019 9:14 AM
To: Shannon Farrington
Cc: Gavin Thompson
Subject: FW: VIS Construction Abbott St Cairns

Hi Shannon, another one for responding to the questions/issues. Can you please provide a brief reply back to me addressing each of the below issues. Gav, FYI.

Thanks

Andrew Stathooles
A/Regional Director
Central and North Queensland Region

Compliance and Field Services
Workplace Health and Safety Queensland
Office of Industrial Relations

P: [REDACTED]
M: [REDACTED]
E: [REDACTED]
Ground Floor, 209 Bolsover Street, Rockhampton
PO Box 1504, Rockhampton, Qld, 4701

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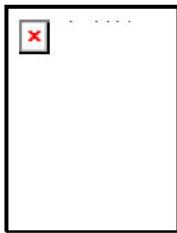
[Connect with us here](#)

From: Helen Burgess
Sent: Monday, 17 June 2019 8:37 AM
To: Andrew Stathooles [REDACTED]
Cc: Marc Dennett [REDACTED]
Subject: FW: VIS Construction Abbott St Cairns

Hello Andrew

Would you please give me some dot points today that I can use to respond to Chris Lynch.

Thanks
Helen



Helen Burgess

Director, Construction Compliance and Field Services
Office of Industrial Relations

P: [REDACTED]
Level 11, 1 William Street, Brisbane QLD 4000
GPO Box 69, Brisbane QLD 4001

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

Work safe. Home safe.

Connect with us:



From: Chris Lynch [REDACTED]
Sent: Monday, 17 June 2019 7:56 AM
To: Helen Burgess <[REDACTED]>; Michael Gibson [REDACTED]
Cc: Robert [REDACTED]
Subject: FW: VIS Construction Abbott St Cairns

Helen / Michael,

What is happening in Cairns?

Please see the email below from ETU organiser Robert Hill and can you please answer his concerns by close of business tomorrow.

This is now 2 different sites in a space of a week and I am really concerned that someone will be killed if the inspectorate don't lift their game.

I am available to meet to discuss this issue.

Regards

Chris Lynch
Lead Construction Organiser QLD/NT
Electrical Trades Union
Queensland

[REDACTED]
www.etu.org.au



Join Online

<https://etu.org.au/join-the-qld-nt-branch-now/>



it's time to



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The Electrical Trades Union Queensland has virus scanning devices on our system but in no way do we represent that this communication (including any files attached) is free from computer viruses or other faults or defects. We will not be held liable to you or to any other person for loss and damage (including direct, consequential or economic loss or damage) however caused and whether by negligence or otherwise which may result directly or indirectly from the receipt or use of this communication or attached files.

From: Robert

Sent: Friday, 14 June 2019 6:05 PM

To: Chris Lynch

Cc: [Helen.Burgess](#) [REDACTED] [rcummins](#) [REDACTED]

Subject: VIS Construction Abbott St Cairns

Hi mate,

It is with disappointment that I tell you that I entered the VIS construction project under a S117 today and asked for Inspectorate help at around 10:33am and had to leave site at 12:29pm without them turning up. At one point Rolly from the CFMEU rang and was told the inspectors had been sent to the Hansen Yuncken site, which Google maps says is 500m down the road. We waited for another fair while but had to leave for other meetings.

We were told that this job had never had amenities and during the demolition phase was visited by inspector Duckworth a number of times. It was reported to us that he was happy with the site. I thought non compliant amenities was an on the spot fine. Can you please check that?

Also would you be able to ask if the department heads think this is acceptable?

Also can you please find out how come we couldn't get any help on this one?

We were concerned about access to public through opened fence.



General housekeeping and protection of extension cords



Exposed Temp Construction Wiring / not protected



Ladder not secured



Protection of leads again, housekeeping again,



No access to a live switchboard



No prevention of dropped objects



Protection of leads again - this time strung up on metal acro props





Access to a live switchboard over a drop of more than 300mm with exposed star pickets



Switchboard Patel not secure exposing workers to live parts



These photos are from the switchboard access platform



The corrugated conduit pushed into an oversized hole - possible no protection of Temp Construction Wiring and access to live parts



A worker working adjacent to a fall risk, over a star picket with no protection



More unprotected extension leads



More unprotected extension leads



Non compliant Cribbing facilities - this is in the middle of the work site



And the table is filthy as expected





More leads not protected



Fall from a level greater than 800mm not protected

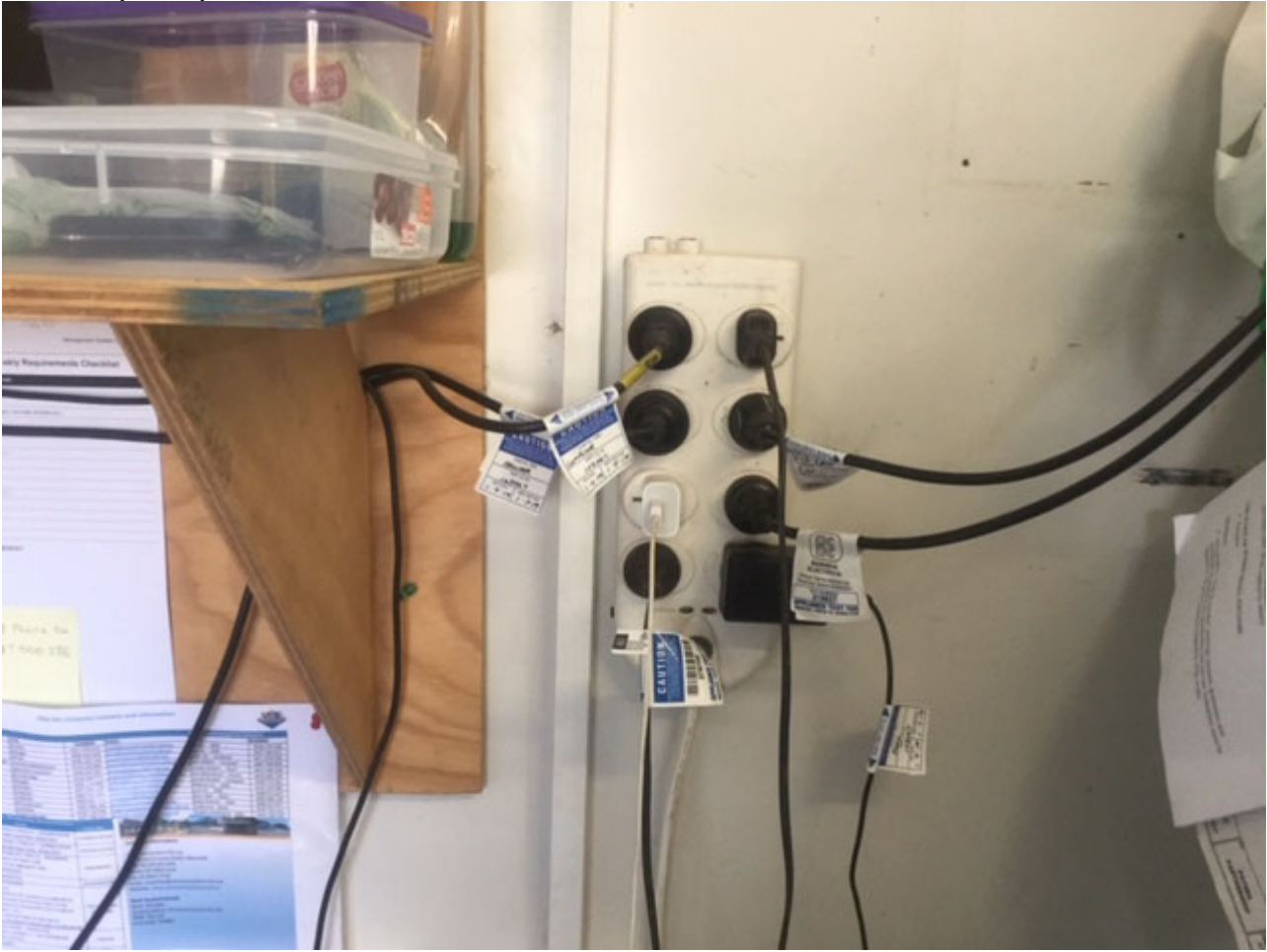




Not having Access of 600mm unincumbered space around a switchboard



Non compliant power boards on a construction site



Inadequate First aid facilities - you would have to climb over tool to get to it!



Another lead not protected



A worker having crib



The Crib bin overflowing



Housekeeping



A damaged extension lead



Switchboard that we could not access because of wet concrete left open exposed to the elements and with access to live parts through a hole in the bottom

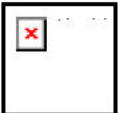


Regards

Rob Hill

Far Northern Organiser
Electrical Trades Union Queensland
25/25 Grafton St, Cairns Qld 4870
[P.O.Box 5222, Cairns Qld 4870](#)

M: [REDACTED]
E: [REDACTED]
W: www.etu.org.au



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