From: DE'ATH, Michael[/O=EDUCATIONQLD/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=USERBB261181]

Sent: Tue 28/03/2023 11:39:22 PM (UTC)

To: Kym Bancroft[redacted]; Kate Stuchbury[redacted]; Nick Seeley [redacted]

Cc: PENNISI, Lisa[redacted]

Subject: Draft letter

Attachment: CFMEU mtg.docx

Hi Kym/Kate

Attached if a rough draft of a letter back to Michael following yesterday's meeting. Can you please tidy up and edit from here and return to me for finalising.

Thank you.

Regards
Michael De'Ath
Director-General
Department of Education
[redacted]
Level 37 | 1 William Street | Brisbane QLD 4000
PO Box 15033 | City East QLD 4002

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Queensland Government

Dear Mr Ravbar

Kym Bancroft and I were pleased to welcome you, Kurt Pauls and Jacqui Collier to our offices at 1 William Street. Thirty minutes was allocated for this meeting and I handed to you to open. Your opening ran continuously for approximately the first twenty minutes. During this opening you made a number of derogatory and disrespectful references to a range of public service officials, both former and current, and government ministers. While I found this concerning, I continued the meeting with a view to achieving some positive and constructive dialogue.

The first matter we discussed was the current selection process for the ED ??? I am pleased that we reached agreement that the process will move forward. Despite there being no breach of the Directive in the current process (detail) Kym and I are comfortable with replacing one of our staff on the panel given you claim a perceived conflict of interest. I look forward to the process for this important role now moving forward.

While time was up for the meeting I allowed some flexibility and sought to discuss the triaging process (what do we call this?) In this discussion there were two significant concerns for me.

The first concern was in relation to your accusation that the OIR had not entered into genuine consultation. I advised you that I have an extensive chronology of our attempts to engage the CFMEU in the process and that neither you nor your organisation had taken up these many opportunities. Further, I advised you that the current consultation process on the new model closes on ??? and that we continue to welcome CFMEU input. You can be confident that we will consider all feedback, make any adjustments to the new process required and from there move to implementation. Following is the chronology of attempts to engage with the CFMEU on this matter:

The second concern for me was your conduct in the meeting. You frequently used foul language and made insulting comments about a range of officials. You moved to direct derogatory comments directly at me and at this point I advised you that if that continued then I would have to close the meeting. You continued this behaviour and I again advised you of my caution. On the third occurrence, regrettably I had no choice but to close the meeting.

It is important that I now advise you formally that such conduct will not be tolerated in meetings with me or my officials. This is far from acceptable and not something that people should be subjected to.

I continue to welcome meetings with CFMEU personnel but I trust that I have made my expectations of the conduct required, quite clear going forward.