



QUEENSLAND PARLIAMENT

**COMMITTEES**

# **2024-25 Budget Estimates Volume of Additional Information**

**Housing, Big Build and Manufacturing Committee**

**August 2024**

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## List of Members granted leave who attended the hearing and asked questions

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	Non-committee members
1.	Jarrold Bleijie MP, Member for Kawana
2.	Deb Frecklington MP, Member for Nanango
3.	Ann Leahy MP, Member for Warrego
4.	Tim Mander MP, Member for Everton
5.	Michael Berkman MP, Member for Maiwar

The following members of the crossbench gave notice of their proposed attendance at the hearing in accordance with the resolution of the House dated 14 June 2024:

	Crossbench members
6.	Stephen Andrew MP, Member for Mirani
7.	Dr Amy MacMahon MP, Member for South Brisbane

**Questions on notice and responses –  
*Minister for State Development and Infrastructure, Minister  
for Industrial Relations and Minister for Racing***

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## Estimates Question on Notice

### No. 1

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

#### QUESTION:

With reference to page 6 of the SDS, particularly the reference to a co-ordinated and future-focussed infrastructure program for Queensland, will the Minister inform the Committee on the Miles Government's Big Build and advise how it will transform Queensland?

#### ANSWER:

Queensland's \$107.262 billion Big Build will deliver the infrastructure needed to support our growing state and will support 72,000 jobs in 2024-25. As a result of our investment in Queensland, there will be more hospital beds, more rail lines with more of our trains built in Queensland, world-class state school facilities, increased water security and importantly, the delivery of more social and affordable housing.

The Big Build is the largest capital investment the state has ever undertaken and will invest in infrastructure to provide vital services for a growing state. The 2024–25 capital program is a record investment across a range of asset classes, regions and sectors. This includes investment in new and ongoing projects in health through the Health Capital Expansion Program, transport, the implementation of the *Queensland Energy and Jobs Plan*, education and social and affordable housing.

The Big Build also continues the ongoing preparation for the Brisbane 2032 Olympic and Paralympic Games and the legacy outcomes that will benefit Queenslanders for years to come.

The significant capital investment committed to by this government will bring generational change, create more jobs, better communities and stronger, more resilient regions. It is worth noting that over the past 13 years, the Government has supported over \$225 billion in infrastructure works.

A record \$18.568 billion or 68.5 per cent of the Big Build will be invested outside of the Greater Brisbane region. This will support around 50,000 jobs in these regions.

A key element of the government's capital program is also providing grants to local governments and non-government organisations to support their work in communities across Queensland. In total, the government will provide \$4.142 billion in capital grants in 2024–25.

The Big Build is guided by the State Infrastructure Strategy (SIS), which presents a clear vision of the Queensland Government's infrastructure requirements over the next two decades. It sets out our objectives for infrastructure and the priority actions to drive the future we want for Queensland. It's also clear about the challenges and opportunities we'll face over this time.

Supporting the SIS, the introduction of seven Regional Infrastructure Plans or Regional Infrastructure Supplements covering all of Queensland recognises the significant role infrastructure plays in catalysing regional economic resilience, growth and liveability. These plans are being progressively developed as part of a coordinated program, alongside statutory regional plan reviews and Regional Transformation Strategies, in consultation with stakeholders (industry, peak bodies and local government) through a place-based approach to help prioritise regionally significant infrastructure needs.

Queensland is growing, and now's the time to future proof the lifestyle we all love. With more than half of this work happening in regional areas, it means more local jobs and a bigger, better Queensland – now and for the future. The Big Build is delivering now for Queensland's future.

## **Estimates Question on Notice**

**No. 2**

**Asked on 9 July 2024**

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### **QUESTION:**

With reference to page 7 of the SDS, will the Minister update the Committee on how the 2032 Olympic and Paralympic Games will benefit regional Queensland?

### **ANSWER:**

Hosting the 2032 Olympic and Paralympic Games (the Games) will bring investment and benefits to the entire state.

The Intergovernmental Agreement on the Brisbane 2032 Olympic and Paralympic Games (IGA) locks in over \$7 billion in infrastructure for Queensland.

This historic agreement will create jobs, drive industry investment in new skills, capacity and supply chains, particularly across construction, manufacturing and tourism and deliver lasting benefits across the whole of Queensland.

The economic benefits of hosting the Games will be maximised and shared among Queenslanders through the adoption of the Buy Queensland approach. Additionally, the Q2032 Procurement Strategy will support Queensland businesses to grow, win more work and showcase the best Queensland has to offer through Brisbane 2032.

An estimated \$200 billion in Queensland Government procurement opportunities is also available through to the Games.

The Q2032 Procurement Strategy will prioritise local businesses so they have the best chance to supply for projects, with contracts due to be awarded later this year and major construction due to begin in 2025.

Recently, the Queensland Government announced that it's full steam ahead for construction of venues with more than \$560 million in contracts up for grabs, which will support more than 1000 local jobs, most on the Sunshine Coast.

The Games is about so much more than infrastructure though, and all of Queensland will share in the broad range of economic, social and environmental benefits that hosting presents Queensland over the coming decades, including:

- increased global exposure and an uplift in local and international tourism numbers and overnight-visitor expenditure
- improved public health outcomes, community connectedness and civic pride
- expanded networks and connections globally, including new trade deals, business ventures, alliances and innovation
- increased number of major events hosted, including national and international sporting championships.

In tourism and trade alone, the Games are projected to inject \$4.6 billion just for Queensland. It is expected that 50 per cent of international visitors drawn to the state will disperse amongst our regions, creating a lasting legacy.

The Games will create positive exposure for our regional cities and assist them to secure more national and international sporting and entertainment events in the lead up and after the events are over.

There are competition events earmarked for Barlow Park in Cairns, Queensland Country Bank Stadium in Townsville, the Sunshine Coast Mountain Bike Centre at Alexandra Headland, Sunshine Coast Stadium and the new Sunshine Coast Indoor Sports Centre at Kawana, Wyaralong Flat Water Centre, and seven locations on the Gold Coast

We have all seen the benefits the Queensland Country Bank Stadium has provided to the Townsville region, both throughout construction and once operational.

In collaboration with local governments and other stakeholders, the Queensland Government has been mapping the sports and facilities across the state.

We are also building our sporting and community pipeline in regional Queensland by:

- providing sporting equipment and infrastructure to schools via the \$100 million Go for Gold fund – more than 50 per cent of Round 1 funding went to regional schools, like Middlemount Community School, where world champion cyclist Anna Meares grew up, which received sporting equipment for a range of sports.
- creating a lasting legacy through the *Elevate 2042: the Brisbane 2032 Olympic and Paralympic Games Legacy Strategy*, with regional representatives actively participating through the Youfor2032 program, which has tested more than 5100 young athletes across 40 locations including 25 regional centres from Warwick to Emerald, and the Gold Coast to Yarrabah.

The Queensland Government will work with Games Delivery Partners, including all levels of government, to deliver benefits right across the state in the years leading up to the Games and the 10 years after through *Elevate 2042*.

## Estimates Question on Notice

No. 3

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

With reference to page 7 of the SDS, will the Minister update the Committee on how the Games Venue and Legacy Delivery Authority will be independent and also how the Authority Board will be appointed?

### ANSWER:

On 6 June 2024, the *Brisbane Olympic and Paralympic Games Arrangements Amendment Act 2024* amended the *Brisbane Olympic and Paralympic Games Arrangements Act 2021* (BOPGA Act) to establish the Games Venue and Legacy Delivery Authority (the Authority) as a statutory body to ensure Queensland's readiness to successfully host and maximise the legacy and benefits from the Brisbane 2032 Olympic and Paralympic Games. The Authority commenced operations under the direction of interim Chief Executive Officer Ms Emma Thomas on 1 July 2024.

The Authority, as a statutory body, operates separately from Government. The BOPGA Act guarantees this level of independence, including through:

- section 53AB which provides that the Authority does not represent the State
- provisions determining the process to select its independent Board.

The Authority's Board has decision making responsibility over the Authority and will be made up of seven independent directors. Board directors are appointed on the recommendation of an independent selection panel (selection panel). As detailed in section 53BH of the BOPGA Act, the selection panel is made up of nine chief executives from Games Delivery Partners, including the Australian Government, Queensland Government, Brisbane City Council, Gold Coast City Council, Sunshine Coast Council, Council of Mayors South East Queensland, Australian Olympic Committee, Paralympics Australian and the Brisbane 2032 Organising Committee.

The selection panel is well underway in its search for the Authority's independent Board directors. In recommending nominees, the selection panel is required to have regard to the person's relevant skills, knowledge and experience, the diversity of the Board's skills, knowledge and experience, the Queensland Government's policy about gender equity on boards and the diversity of the Board's directors.

The BOPGA Act also stipulates that directors cannot be:

- an elected official such as a Member of Parliament
- Australian or Queensland public servants
- an employee of a Queensland local government or
- a representative of Olympic and Paralympic bodies.

The selection panel will provide a list of proposed Board members to the Minister for State Development and Infrastructure, as the Minister responsible for administering the BOPGA Act. I may only nominate independent Board directors to Governor in Council for appointment if they have been recommended by the selection panel.

## **Estimates Question on Notice**

**No. 4**

**Asked on 9 July 2024**

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### **QUESTION:**

With reference to page 21 of the SDS, and its reference to Economic Development Queensland's role in investing in sustainable places for Queensland to prosper, will the Minister advise the committee of any activities EDQ is undertaking to deliver diverse and affordable housing, including how EDQ is working across government to support the delivery of the Miles Government's Homes for Queenslanders policy?

### **ANSWER:**

Economic Development Queensland (EDQ), as the state's land use planning and development agency, has a major role to play in housing supply, including social and affordable housing. This includes:

- working with the private sector to facilitate and accelerate land supply and housing within Priority Development Areas including establishing targets for social and affordable housing outcomes in relevant Priority Development Areas in consultation with the Department of Housing, Local Government, Planning and Public Works.
- acting as master developer across Economic Development Queensland-led urban renewal and housing projects including Northshore Hamilton, Yeronga, Songbird Oxley and Carseldine Village.
- enabling critical infrastructure delivery, to unlock land for housing, including through the Building Acceleration and Catalyst Infrastructure Funds.
- investigating a number of state-owned parcels of land, as part of the Queensland Government's land audit, to build a pipeline of land for development to deliver diverse housing options, including the potential delivery of social and affordable housing as part of precinct renewal and revitalisation in new projects at Northshore, Carseldine Village and Lumina in the Gold Coast Health and Knowledge precinct.
- investigating three sites - at Mango Hill in Brisbane's north, Varsity Lakes on the Gold Coast and Pimlico in Townsville – as part of the Homes for Queenslanders Plan, for their suitability to pilot a new Ground Lease model to develop more social and affordable housing on under-utilised government-owned land.

EDQ is also working with the Department of Housing, Local Government and Planning and Public Works (DHLGPPW) to deliver social and affordable housing at Southport, under the Homes for Queenslanders Plan. EDQ will act as master developer for the site in the Southport Priority Development Area, which will become a new housing precinct divided into three stages. The land, formerly owned by the Department of Transport and Main Roads was identified through the land audit.

The first stage, the Southport Supportive Accommodation Project, will be delivered by DHLGPPW, will provide social and affordable dwellings with access to on-site support services for tenants.

EDQ also undertook the preliminary feasibility study of the Ivory Street supportive housing project in Fortitude Valley, leading to the commitment of government to progress detailed investigations under Homes for Queenslanders. DHLGPPW is now progressing with delivery of this project.



## Estimates Question on Notice

No. 5

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

With reference to page 3 of the SDS (attracting and facilitating investment opportunities and industry development for Queensland), can the Minister outline how the Industry Partnerships Program collaborates across government to build on Queensland's strengths to deliver the jobs of the future?

### ANSWER:

- The Government has committed \$415.5 million to the Industry Partnership Program (IPP) to boost the State's industry footprint, create jobs, and strengthen the economy and local supply chains.
- Since 2021, IPP has attracted strong interest from a diverse range of sectors across many regions in our State, leveraging investment, growing our supply chains and creating ongoing jobs.
- Examples of projects and programs funded through IPP includes :
  - the development of the Translational Manufacturing facility at the Translational Research Institute (TM@TRI) to advance the commercialisation of biomedical products;
  - the Building Acceleration Fund to accelerate economic growth;
  - Round 2 of the Hydrogen Industry Development Fund to build local hydrogen supply chains;
  - the continued implementation of the priority industry roadmaps and strategies.
- Through the Program, we collaborate across government agencies and Queensland regions on projects in advanced manufacturing; biofutures; mining equipment, technology and services; defence and aerospace; hydrogen; critical minerals and batteries; agriculture and food; resource recovery; maritime and biomedical.
- For example, with assistance through the Industry Partnership Program, Vecco has established a Vanadium Battery Electrolyte Manufacturing facility in Townsville. The manufacture of battery precursor materials (such as vanadium electrolyte) aligns with the Queensland Battery Industry Development Strategy 2024-2029 released in February 2024. Growing a local battery industry is critical to meet Queensland's emission targets while driving regional investment and creating highly skilled jobs. Queensland's battery minerals and advanced manufacturing expertise places Queensland in a strong position to meet the forecast demand for energy storage and batteries.

- In a coordinated effort to grow our critical minerals and battery supply chain, the Coordinator-General has been working with Vecco on its new greenfield mine and critical processing plant north of Julia Creek. This \$798 million project will supply minerals for use in Vecco's manufacturing in Townsville for grid scale energy. This new critical minerals project has been declared a 'coordinated project'.
- The project is expected to create up to 300 jobs over the construction period, and up to 274 jobs during the mine's operation phase. Pending approvals, construction on the project is anticipated to start in 2025, with the operational phase expected to begin in late 2026.
- The Industry Partnership Program (IPP) has successfully provided a collaborative approach across State Development Group, Economic Development Queensland and the Office of the Coordinator-General to facilitate projects that have ultimately located in State Development Areas. This includes projects such as:
  - Alpha HPA's high purity alumina \$300 million-plus processing facility in the Gladstone State Development Area, which is also supported by the Queensland Investment Corporation. Alpha HPA's materials are essential components in the production of LED Lighting, semi-conductors and lithium-ion batteries. This project will support the creation of 117 new direct jobs.
  - Fortescue Future Industries' \$114 million green hydrogen facility near Gladstone, which is the first manufacturing facility in Australia to build hydrogen electrolyzers at a commercial scale and one of the largest globally. Delivered through a Joint Project Management Office, this project will support the creation of 53 new direct jobs.
  - The Gilmour Space Technologies Bowen Orbital Spaceport at Abbot Point State Development Area is again another leading edge development delivered through IPP, Economic Development Queensland and the Coordinator-General.
- The Industry Partnership Program has also catalysed a number of significant biomedical developments which are building Queensland's reputation globally as a place to invest. Collaborative efforts across health, science, and industry development agencies have led to new investments in the Queensland Emory Vaccine Centre at the University of Queensland, the University of the Sunshine Coast's Clinical Trials Network as well as the translational manufacturing facility at the Translational Research Institute to advance the commercialisation of biomedical products.
- Through projects like these, the IPP is also supporting biomedical innovations and organisations like Sanofi and Vaxxas to continue to grow and develop medical innovations in Queensland.
- The Industry Partnership Program has also assisted businesses to leverage additional investment from the Australian Government, for example, through collaborative programs, Northern Australia Infrastructure Facility and Export Finance Australia.

- The Industry Partnership Program is playing its part in generating a new wave of investment into Queensland supply chains, providing more opportunities for local businesses to benefit from economic growth and development of emerging industries. Through these investments, we are unlocking opportunities presented by new global demand driven by decarbonisation and Queensland's competitive advantage as outlined in the Queensland new-industry development Strategy.
- Over three quarters of the projects that have been supported under the IPP and our partner agencies are located in regional Queensland where these investments are diversifying local economies and supporting high value jobs.

## Estimates Question on Notice

No. 6

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

With reference to pages 7 and 8 of the SDS, will the Minister inform the Committee on the Miles Government's ban on the use of engineered stone?

### ANSWER:

This government has taken the health risks posed to workers from engineered stone dust diseases incredibly seriously.

On 17 September 2018, I was provided with an urgent briefing from OIR on the sudden and alarming emergence of silicosis cases. I acted immediately and the following day an urgent safety warning was issued to workers in the industry about the serious risks of working with engineered stone was issued; and all dry cutting of engineered stone was banned.

In recognition of these health impacts, the Queensland Government developed and introduced Australia's first code of practice for the stone benchtop fabrication industry in October 2019. In addition, the Queensland Government introduced Australia's first Dust Lung Disease register in July 2019.

To protect Queensland workers, between 2017 to 2021 Work Health and Safety Queensland undertook 3 compliance campaigns in workplaces that fabricate engineered stone benchtops which included compliance audits and enforcement actions.

On 1 May 2023, the Queensland Government developed and introduced the national leading *Managing respirable crystalline silica dust exposure in construction and manufacturing of construction elements Code of Practice*. A compliance campaign to educate and inform PCBUs of their responsibilities was launched to coincide with the release of this Code in May 2023.

After years of inaction under the Morrison Government, the Albanese Government responded to Queensland's calls to ban engineered stone and on 13 December 2023, WHS ministers agreed to the prohibition on engineered stone from 1 July 2024. After which the Queensland Government confirmed that the ban would take effect in Queensland from 1 July 2024.

Since the announcement of the prohibition in December, Workplace Health and Safety Queensland (WHSQ) have consistently encouraged all businesses to transition away from these products and to not enter into any new contracts for engineered stone products. This was in line with the intent of the ban, and consistent with our support for the ban to commence from 1 July 2024.

On 1 July 2024, Queensland's Work Health and Safety Regulation 2011 was amended to bring the prohibition into effect and prohibit the manufacture, supply, processing and installation of engineered stone benchtops, panels and slabs. The amendments also provided for the establishment of a notification framework for permitted work with legacy engineered stone, as well as an exemption framework to enable types of engineered stone to be exempted from the ban on narrow ground where safety is not compromised.

While some jurisdictions will allow a six-month transitional period, Queensland along with Victoria and the Australian Capital Territory did not opt-in to a transition period due to the substantial and disproportionate impact these products have on workers, resulting in long-term worker injury and early deaths. This is consistent with our longstanding efforts the longstanding campaign of the Queensland Government to protect workers from the potentially fatal impacts of exposure to silica dust.

In line with the agreement made by WHS Ministers on 28 February 2023, additional regulation of high-risk crystalline silica processes across all industries will also commence in Queensland on 1 September 2024.

These regulatory amendments are intended to protect workers outside of the stone benchtop industry at risk from silicosis and requires a Person Conducting a Business or Undertaking who conduct a high-risk crystalline silica process to:

- provide instruction, information and training
- develop a silica risk control plan
- undertake air monitoring and
- provide health monitoring for workers.

## Estimates Question on Notice

No. 7

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

With reference to pages 7-8 of the SDS, will the Minister advise the Committee how the Miles Government is supporting Queensland public sector workers, in regards to wages policy, enterprise bargaining and any other relevant areas?

### ANSWER:

Government is committed to promoting collective bargaining in good faith as the cornerstone for setting wages and conditions, and providing fair and reasonable wages outcomes.

The Queensland Public Sector Wages Policy is one of the most generous amongst all Australian jurisdictions. It provides for agreements of three years with increases provided as follows:

- 4.0 per cent in year 1, applied to the higher of the award or agreement rate being paid as at the operative anniversary date of the agreement (i.e., the anniversary of the headline wage increase under the current agreement);
- 4.0 per cent in year 2; and
- 3.0 percent in year 3.

Public Sector Wages Policy also includes a Cost of Living Adjustment (COLA) payment capped at 3.0 percent where, in an agreement year, the relevant Consumer Price Index measure exceeds the headline wage increase percentage for that year.

I am pleased to advise that of the 37 enterprise agreements across the public sector, 36 have been resolved between the parties without the need for arbitrated outcomes. The one remaining agreement does not expire until next year. This is significant as the Labor Government has been able to reach agreement with employees and their representative unions in all concluded negotiations in the public sector since returning to office in 2015.

In addition to the generous increase of 11 per cent over three years and COLA payment provided for in Public Sector Wages Policy, I am proud to say that the negotiated outcomes have also provided hard-working public sector workers, including nurses, midwives, police, teachers, doctors, and firefighters with other improved working conditions and entitlements supporting the unique contributions of each workforce. Key outcomes for these groups include:

- **Nurses:** increase to Sunday penalty rates from 150 per cent to 200 per cent, introduction of right to disconnect arrangements and funding of 2 workforce enhancement projects, gender pay inequality and barriers to working full scope of practice.
- **Police Officers:** frontline service strategy prioritising 24/7 police services – including, for non-commissioned officers, introduction of a late-night operational shift (LNOSA) allowance and an extra week of leave for employees who perform a certain number of weekend and public holiday shifts each year.
- **Teachers:** reimbursement of registration fees for recent graduates (Queensland and interstate teachers); and restructure of the Community Teacher classification structure to support a career pathway for employees working in schools in Aboriginal communities and Torres Strait Islander communities.
- **Doctors:** Increase to the Attraction and Retention Allowance for Rural Generalists in certain locations such as large, medium and small rural towns as well as remote communities; and enhanced fatigue penalty provisions for Residential Medical Officers.
- **Firefighters:** enhanced Live Fire, Deployment and Preventative and Restorative Justice allowance arrangements; and provisions supporting the implementation of additional firefighting roles.

Beyond the outcomes provided through collective bargaining, Labor has also introduced other significant improvements to support Queensland public sector workers.

Most recently, on 6 May 2024, the Miles Government announced paid reproductive leave of up to 10 days per year (non-cumulative) to be available by 30 September 2024. This leave can be used for chronic reproductive health conditions (like endometriosis), to receive fertility treatment (such as IVF) to undertake preventative screening (for conditions such as breast and prostate cancer), and treatments associated with reproductive health (such as hysterectomies or vasectomies).

As a result of the 2021 report into the five year review of the *Industrial Relations Act 2016* this Government has strengthened:

- protections available to workers subject to sexual, sex or gender-based harassment
- the primacy of registered unions in our Industrial Relations system
- promotion of gender pay equity in collective bargaining
- access to paid Domestic and Family Violence leave for casual workers
- access to flexible parental leave and parental leave in the event of a stillbirth and
- supporting an application currently before the Queensland Industrial Relations Commission to increase casual loading from 23 per cent to 25 per cent.

These are just some examples of how this Government has and will continue to support Queensland public sector workers to attain safe, equitable and fair working conditions.

## Estimates Question on Notice

No. 8

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

With reference to pages 7 and 8 of the SDS, will the Minister update the Committee about how the government is supporting worker mental health, both from a worker health and safety perspective and through Queensland's workers' compensation system?

### ANSWER:

#### *Work health and safety*

The overarching object of the *Work Health and Safety Act 2011* includes protecting workers and other persons against harm to their health, safety and welfare through the elimination or minimisation of risks arising from work. 'Health' means physical and psychological health.

In 2023, the Office of Industrial Relations (OIR) introduced psychosocial hazard regulations under the Work Health and Safety Regulation 2011 and *The Managing the risk of psychosocial hazards at work Code of Practice 2022* (Code of Practice).

Together, the regulations and the Code of Practice provide clarity around managing risks from exposure to work-related psychological hazards, such as violence and aggression, bullying, and harassment (including sexual harassment).

OIR is currently working on the development of Sexual Harassment Regulations, which will be accompanied by additional industry guidance to facilitate their implementation within workplaces. An announcement on these regulations is imminent.

OIR is balancing education with a compliance approach focused on identifying and addressing high risk non-compliance in the workplace.

Educational activities include the delivery of tailored information sessions and free Mentally Healthy Workplaces Workshops to build foundational skills to identify, assess and manage risks to psychological health and safety, promote good practice, encourage early intervention and support recovery. Workshops have reached over 5000 participants to date.



Additional funding for OIR has enabled the introduction of specialist Advisory and Compliance teams to enhance the psychosocial risk management capability of industry, and better regulate for psychosocial hazards.

OIR continues to maintain the free People at Work digital risk assessment platform, providing a valuable resource to industry while also delivering informative data insights to regulators nationally. Over 120,000 responses have been received to date.

OIR supports MATES in Construction to deliver free Suicide Prevention programs within the Queensland Construction Industry via grant funding (Jul 2020 - Jun 2025).

Annually, OIR facilitate Mental Health Week and Safe Work Month activities to promote mentally healthy and safe work, and continue to support Queensland's Mental Health Ambassador Hayley Lewis, to promote the importance of creating mentally healthy work and reducing stigma.

### *Workers' compensation*

Since 2018 there has been significant reform to Queensland's workers' compensation scheme to support workers with a psychological injury including:

- establishing the Workers' Psychological Support Service to provide free and independent support to workers with a work-related psychological injury;
- aligning the definition of psychological injury with the test for physical injury;
- providing early access to supports up until a decision is made;
- extending the obligation on insurers for return to work;
- giving insurers discretion to accept a claim outside the standard six-month lodgement timeframe in certain circumstances;
- protecting apologies and expressions of regret;
- simplifying the workers' compensation claim process for first responders with post-traumatic stress disorder and other trauma related mental disorders.

The Government has also accepted (or accepted in principle) 12 of the 13 recommendations in the 2023 five-year workers' compensation scheme review that specifically relate to psychological injuries. These are being implemented through the Workers' Compensation and Rehabilitation and Other Legislation Amendment Bill 2024 (Bill) and by OIR.

The Bill proposes amendments to require insurers to take reasonable steps to minimise the risk of a worker sustaining a secondary psychological injury, provide quicker access to weekly compensation and greater worker involvement in rehabilitation processes. OIR is also progressing publishing a factsheet on reasonable management action, reviewing insurer claims forms for psychological injuries, commissioning research into secondary psychological injuries, and developing guidance for insurers to minimise and manage secondary mental injuries.

## **Estimates Question on Notice**

**No. 9**

**Asked on 9 July 2024**

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### **QUESTION:**

With reference to page 1 of the SDS, will the Minister provide an update on the economic and social contribution that the racing industry provides to Queensland?

### **ANSWER:**

New independent economic data on the size and scope of Queensland's racing industry delivered by IER – a specialist researcher for the tourism, events and entertainment industries— confirms racing generated \$2.4 billion in value-added contribution to the Queensland economy in 2022-23.

This represents a 100 per cent increase on the industry's \$1.2 billion economic impact from 2015-16.

Over that same period, the number of full-time equivalent jobs supported by the industry across the state has increased 66 per cent from 9,546 in 2015-16 to 15,839 in 2022-23.

Importantly, 51 per cent of this economic contribution occurs in regional communities, and close to 85 per cent of the \$523.2 million invested in training and breeding occurs in regional Queensland.

Attendance at race meetings across the codes reached over 795,000 in 2022-23.

Country racing is at the heart of regional and remote communities across Queensland. The benefits of a well-funded racing industry flow through to support local economies, sustain local jobs, and secure a vibrant future for key events that contribute to the social fabric of regional communities.

Racing events and facilities foster social cohesion and provide benefits for a broad range of individuals and community organisations.

## **Estimates Question on Notice**

**No. 10**

**Asked on 9 July 2024**

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### **QUESTION:**

With reference to page 24 of the Department of Agriculture and Fisheries SDS, will the Minister inform the Committee of the Best Practice Review of the Queensland Racing Integrity Commission?

### **ANSWER:**

On 9 December 2023 an independent ‘Best Practice Review of integrity and welfare services in Queensland racing’ (the Review) was announced.

The Queensland Racing Integrity Commission (QRIC) has been operating since 2016, and it was timely for an independent review to ensure the body continues to deliver first rate integrity and strong animal welfare standards for the industry.

The final report, ‘QRIC Best Practice Review’, was delivered by KPMG to the Department of Agriculture and Fisheries on 3 May 2024.

The Review identified opportunities for improvement and made recommendations for a pathway to enhancing the quality of integrity and animal welfare services provided to the Queensland racing industry.

An Implementation Oversight Committee chaired by the Director-General of the Department of Agriculture and Fisheries has been appointed, which will guide the preparation of the government’s response to the Review and oversee the implementation of the findings from the QRIC Best Practice Review once it has been considered by Government.

Work is currently underway to develop a response to the QRIC Best Practice Review, which will be provided to Government for consideration in the near future.

## Estimates Question on Notice

No. 11

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

With regard to SDS page 2, can the Minister explain the expenditure of \$3.4m over two years from 2024-25 for the Queen's Wharf Brisbane Integrated Development Project?

### ANSWER:

The Queen's Wharf Brisbane Integrated Resort Development is being delivered over several stages as planned, through to 2029, which the State facilitates under three Development Agreements:

- Integrated Resort Development Agreement – being undertaken by Destination Brisbane Consortium as developer
- Residential Development Agreement – being undertaken by Far East Consortium and Chow Tai Fook Enterprises Limited as developers
- Treasury Casino and Hotel Deed (repurposing existing heritage assets leased to The Star) – being undertaken by The Star as master developer.

The State has a contractual commitment to manage and comply with the Development Agreements and to ensure the public benefits described under these Agreements continue to be delivered by the developers until all works are complete.

State project delivery and oversight will continue until 2028-29. The State's key delivery management role during this time will involve:

- The opening of the Integrated Resort Development including commencement of precinct operations (the Long-Term Lease and Precinct Deed obligations), maintaining public benefits, ongoing stakeholder engagement and finalisation of the Development Agreement's contractual matters;
- Facilitating the various development activities of the Mansions Residential Precinct; including design approvals, oversight of the basement and tower's construction phases, commercial negotiations, tenure and titling, landowner consents and stakeholder engagement and authority approvals;
- Facilitating the Treasury Precinct Redevelopment; including contractual renegotiations for third parties' delivery, commercial negotiations, heritage and design approvals, tenure and titling, construction, stakeholder engagement and landowner consents.

The expenditure of \$3.4 million provided in the 2024-25 Budget will fund the Queen's Wharf Brisbane project team within the Department of State Development and Infrastructure for at least the next two years, ensuring that the State is able to fulfill its legal, financial and contractual commitments with the developers and oversee the continued realisation of public benefits.

## **Estimates Question on Notice**

**No. 12**

**Asked on 9 July 2024**

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

**QUESTION:**

Regarding Budget Paper 4, page 85, can the Minister advise the amount of funding that has been allocated to manage displacement impacts for existing tenants during the construction of new or upgraded venues under the Venues Program, which is being held centrally (broken down by financial year)?

**ANSWER:**

The amount of funding allocated to manage displacement impacts for existing tenants during the construction of new and upgraded venues under the Brisbane 2032 Venues Program is commercial and Cabinet in confidence given discussions with venue users that will be impacted are ongoing, including the amount of financial support (if any) which is to be provided.

## **Estimates Question on Notice**

**No. 13**

**Asked on 9 July 2024**

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### **QUESTION:**

Can the Minister advise the amount of funding that has been allocated for a legacy program as identified in Elevate 2042: Brisbane 2032 Olympic and Paralympic Games Legacy Strategy, which is being held centrally (with reference to Budget Measures page 86)?

### **ANSWER:**

The funding allocated for a legacy program to support the realisation of outcomes identified in Elevate 2042: Brisbane 2032 Olympic and Paralympic Games Legacy Strategy is proposed to be released when the Legacy program implementation is considered by the Government in the first half of 2025.

## Estimates Question on Notice

No. 14

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

With reference to the Department's staffing levels (SDS page 10), can the Minister advise the Games Venue and Legacy Delivery Authority forecast FTE staff number, and the number of FTE staff currently in the Brisbane 2032 Coordination Office that are expected to remain in the Department following the establishment of the Authority?

### ANSWER:

The forecast FTE staff number for the Games Venue and Legacy Delivery Authority in 2024-25 is 80, which will be subject to confirmation by the CEO in consultation with the Board, when established. There are nine FTE staff from the Brisbane 2032 Coordination Office expected to remain in the Department of State Development and Infrastructure, to act as the central point of contact within Queensland Government on Games matters. The team's key responsibilities include:

- advising Government on Games related matters, including the Olympic Host Contract and proposals received from Games statutory bodies
- assisting with the administration of the *Brisbane Olympic and Paralympic Games Arrangements Act 2021*
- supporting governance of the Games, including through secretariat support for cross-partner governance groups
- advising and contributing to the development of State Government policy and initiatives which impact on the Games
- leading the development and management of funding agreements with Games statutory bodies and Games Partners.

## Estimates Question on Notice

No. 15

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

Regarding the budget highlights on page 2 of the SDS, can the Minister advise the expected, or actual, establishment date for the Games Venue and Legacy Delivery Authority?

### ANSWER:

On 6 June 2024, the *Brisbane Olympic and Paralympic Games Arrangements Amendment Act 2024* amended the *Brisbane Olympic and Paralympic Games Arrangements Act 2021* (BOPGA Act) to establish the Games Venue and Legacy Delivery Authority (the Authority) as a statutory body to ensure Queensland's readiness to successfully host and maximise the legacy and benefits from the Brisbane 2032 Olympic and Paralympic Games.

The Authority commenced operations under the direction of interim Chief Executive Officer Ms Emma Thomas on 1 July 2024.



## Estimates Question on Notice

No. 16

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

Can the Minister provide WorkCover's 2024/25 target for the percentage of claims decided within the 20-day statutory timeframe required by the *Workers' Compensation and Rehabilitation Act 2003*, together with the actual results for 2023/24?

### ANSWER:

In 2024-25, WorkCover Queensland (WorkCover) has a target of deciding at least 91.5 per cent of claims within 20 business days.

In 2023-24, the actual percentage of claims decided within the 20 business day timeframe was 91.7 per cent. WorkCover's target in 2023-2024 was 90 per cent.

It is noted that while section 134(2) of the *Workers' Compensation and Rehabilitation Act 2003* (the Act) requires WorkCover to decide a claim within 20 business days after the claim is made, the Act recognises there will be circumstances where this will not be met. Sections 134(5) and (6) provide that, if a claim is not decided within the timeframe, the insurer must notify the claimant of its reasons for not making a decision within five business days after the end of the 20 business day timeframe.

A claim may not be decided within the 20 business day timeframe due to procedural fairness requirements, which means parties must be given the opportunity to respond to any information provided by another party that might affect the decision being made. In addition, decision timeframes can be impacted by delays in receiving evidence from a party or a provider.

Since 2019, claimants with a mental injury have been able to access insurer-funded early treatment and support, including doctor appointments, counselling and medication to ensure they get the help needed to support their mental health while their claim is being decided.

## **Estimates Question on Notice**

**No. 17**

**Asked on 9 July 2024**

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### **QUESTION:**

Can the Minister advise which projects will be funded in 2024/25 from the South East Queensland Liveability Fund, as outlined on page 90 of the Capital Statement?

### **ANSWER:**

The South East Queensland Liveability Fund (the Fund) is one of 29 commitments being delivered under the \$1.8 billion South East Queensland City Deal, a partnership between the Australian and Queensland governments and Council of Mayors (SEQ) to generate long-lasting benefits for this fast-growing region.

The Fund will support local government projects that create liveable, creative, sustainable and healthy communities.

Projects were shortlisted in January 2024 and further detailed analysis is almost completed.

Further announcements around the Fund are imminent and currently being finalised with funding partners.

## Estimates Question on Notice

No. 18

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

With reference to the changes to the Point of Consumption Tax announced on 6 June 2022 which increased the proportion of betting tax revenue that goes directly to the racing industry from 35 per cent 80 per cent. Will the Minister provide an itemised breakdown (e.g. Capital Projects, Operational Funding, Prize Money allocations) of all funding provided to the racing industry through the proceeds of the Point of Consumption Tax broken down for each financial year from 2021/22 to 2023/24?

### ANSWER:

The government's betting tax reforms commenced on 1 December 2022. These include:

- adding a 5 per cent racing levy to the betting tax (effective rate of 20 per cent)
- including bonus bets in the betting tax
- legislated hypothecation of betting tax revenue to Racing Queensland (RQ) increased from 35 to 80 percent.

\$413 million has been paid to RQ in betting tax revenue from 2021-22 to 2023-24 including:

- \$54 million in 2021-22
- \$108 million in 2022-23
- \$251 million in 2023-24.

RQ as the control body for racing in Queensland, is responsible for managing each of the three codes of racing, including allocation of race days and provision of prize money.

RQ advises that betting tax revenue is not directly allocated to specific projects or spends and makes up 52 per cent of RQ's total revenue for 2023-24.

In 2023-24, approximately 75 per cent of RQ's consolidated expenditure was allocated to prizemoney, breeder payments, jockey and driver fees, club meeting payments and infrastructure costs.

## Estimates Question on Notice

No. 19

Asked on 9 July 2024

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### QUESTION:

Given that the average cost to host Summer Olympics far exceeds \$20bn according to the Council on Foreign Relations [The Economics of Hosting the Olympic Games | Council on Foreign Relations (cfr.org)], can the Minister please detail the total cost of Queensland hosting the Brisbane Olympics?

### ANSWER:

We are preparing for the Brisbane 2032 Olympic and Paralympic Games under the International Olympic Committee's *New Norm* approach. The New Norm is about ensuring the Games fit around the host by using existing or temporary venues where possible and only building new facilities if they provide a sustainable benefit for sport and the community. This means we are optimising the use of existing facilities while aligning with long-term development plans and regional growth.

The Organising Committee for the Brisbane 2032 Olympic and Paralympic Games is responsible for staging the Games in 2032. The Organising Committee has a \$4.9 billion (2021 AUD) budget which will be funded from contributions by the International Olympic Committee and private revenue sources such as sponsorship, ticket sales and merchandising. The Organising Committee is not funded by the Queensland Government.

A \$7.1 billion funding envelope has been agreed between the Queensland and Australian governments to deliver new and upgraded venues which will support the successful delivery of the Games. The investment in these venues will create substantial legacy and benefits for Queensland communities before and long after the Games are delivered.

The Queensland Government has also committed to contribute \$44 million to the University of Queensland's proposed Paralympic Centre of Excellence as an early legacy of the Games.

With one eye on our Games commitments and the other on delivering long term urban transformation, the Government has also brought forward \$155 million in critical urban infrastructure investment at Hamilton Northshore, which will be used for athlete accommodation during the Games, and acquired Visy's South Brisbane site as part of future planning activity.

All three levels of government will be required to provide services that will assist in the successful and safe delivery of the Games. This includes things such as public safety, health and ambulance services, and operational transport services. To ensure effective planning for Brisbane 2032, the Queensland Government has, to date, committed operational funding of \$435 million for the coordination and delivery of the Games. This includes funding for the Games Venue and Legacy Delivery Authority.

Road and transport infrastructure projects approved to be delivered between now and the Games are delivered for our growing Queensland communities, so they are not considered a cost of hosting the Games. The Logan and Gold Coast Faster Rail project, Gold Coast Light Rail Stage 3 and first stage of the Direct Sunshine Coast Rail project are all examples of projects identified in our \$37.4 billion Queensland Transport and Roads Investment Program (QTRIP), which will both help future-proof our transport network for Queensland and support delivery of a successful Games.

The Queensland Government will continue to invest in activities that support and leverage our once-in-a-generation opportunity of hosting the Games, such as the \$100 million Go for Gold school sports infrastructure grants program and \$132 million Queensland Academy of Sport High Performance Strategy, which includes the successful You for 2032 program. As these activities and initiatives are not a requirement for delivering the Games, they are not considered a cost of hosting the Games.

## **Estimates Question on Notice**

**No.20**

**Asked on 9 July 2024**

**The Housing, Big Build and Manufacturing Committee** asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

### **QUESTION:**

Country Race meets are much more than simply race meets in Outback Queensland. They provide vital economic and social stimulus to communities. Will the Minister commit to continuing support to country race clubs and expand travel rebates for jockeys and trainers to attend outback meetings?

### **ANSWER:**

The Miles Government recognises the important role country thoroughbred racing plays in many communities across the state and will continue to strongly support it.

The government's betting tax reforms, which included the return of 80 per cent of betting tax revenue to the racing industry, took effect from 1 December 2022 and ended the Country Racing Program (CRP) as the previous government funding arrangements.

The former CRP committed \$17.6 million annually for country racing and provided more than \$105 million over six years for country racing from 2017-18 to 2022-23.

New legislative provisions require Racing Queensland (RQ) to invest a higher, ongoing minimum level of funding of country thoroughbred race meetings of \$20 million per annum (indexed annually). The minimum required funding in 2023-24 was \$20.4 million and has been indexed to increase to \$20.8 million in 2024-25.

In 2023-24, RQ's investment in country thoroughbred racing—including prizemoney, jockey riding fees, superannuation and Workcover, and other operational costs—totalled \$26.4 million, exceeding the required minimum.

A further \$3 million annually is allocated from RQ to invest in country racing infrastructure projects via the Country Club Asset Funding program.

RQ also advised that in May 2023, it established the Go West Campaign, providing subsidised travel for riders to attend race meetings in Northwest Queensland.

RQ advise that from May 2023 to June 2024, RQ provided over \$70,000 to 25 licensees in travel subsidies under this initiative.

## **Estimates Question on Notice**

### **Crossbench Member Question 1**

**Asked on 9 July 2024**

**Ms Sandy Bolton MP**, Member for Noosa asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

#### **QUESTION:**

Referencing Budget Paper No. 4's, page 19, allocation of funds for an Olympics legacy program, can the Minister provide the specifics of which and how many of the athlete's accommodation for the Olympics will be converted exclusively to social and community housing at the completion of the Games as part of a legacy and ongoing efforts to address the need for affordable housing?

#### **ANSWER:**

The Queensland Government is committed to providing safe, secure and affordable housing in the lead up to, during, and after the Brisbane 2032 Olympic and Paralympic Games.

The Games will be a catalytic opportunity for the development of social and affordable housing to meet the needs of Queensland's growing population.

After the Games, the Athletes' Villages in Brisbane, the Gold Coast and the Sunshine Coast will collectively deliver more than 2,500 permanent dwellings.

It is envisioned that a diverse range of housing types will be delivered, including social and affordable housing. The specific composition of housing types across the athlete villages will be determined as the projects progress.

## Estimates Question on Notice

### Crossbench Member Question 2

Asked on 9 July 2024

**Dr Amy McMahon MP**, Member for South Brisbane asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

#### QUESTION:

With respect to Racing Queensland's practice of sending greyhounds to the University of Queensland for animal testing, what involvement has the Office of Racing had via its role to oversee administration of the *Racing Act 2002*, provide policy support on racing matters to the Minister for Racing and administer funding through Racing Queensland?

#### ANSWER:

As Racing Queensland (RQ) does not send greyhounds to the University of Queensland (UQ), the Office of Racing also has no involvement in sending greyhounds to the University of Queensland.

The Queensland Racing Integrity Commission (QRIC) was established in response to the MacSporran Report into the greyhound racing industry. QRIC regulates the three codes of racing in Queensland to ensure the industry operates with a high standard of integrity and animal care.

QRIC has oversight of greyhounds from birth through to leaving the industry, as recommended by the MacSporran Report. When a greyhound leaves a licensed participant and is privately retired as a pet to a member of the public, QRIC loses oversight and other relevant agencies, such as a local government, have jurisdictional oversight of the dog.

QRIC provides education and support to greyhound racing participants to assist them in fulfilling their responsibility under the Rules of Racing to responsibly rehome retired racing greyhounds. This includes through the operation of its Greyhound Adoption Program (GAP), which rehomed 455 greyhounds in 2023-24. QRIC also engages with other rehoming groups, such as the University of Queensland's Pets for Life program, to support adoption outcomes throughout the state.

Under Greyhound Australasia Rules (GAR) 22, Notification of retirement, euthanasia, or other death of a greyhound:

*(1) At any time after the result of service pursuant to rule 71, the owner or person responsible for the greyhound at the relevant time must notify the Controlling Body where the greyhound is domiciled in writing:*

*(a) within 10 days, if that greyhound has been retired as a pet, been transferred to an adoption program, or been exported or surrendered to another agency.*



From 4 March 2024 to 12 April 2024, RQ ran a consultation period on proposed new Local Rules of Racing 11A, 11B and 11C, relating to rehoming of a greyhound, euthanasia of a greyhound and abandonment of a greyhound. The new rules aim to improve industry practices around greyhound euthanasia, rehoming and abandonment for industry participants. QRIC and RQ engage on an ongoing basis regarding the rollout of the proposed Rules.

## Estimates Question on Notice

### Crossbench Member No 3

Asked on 9 July 2024

**Mr Michael Berkman MP**, Member for Maiwar asked the Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing (HON GRACE GRACE) –

#### QUESTION:

In relation to the proposed and now abandoned development in the Toondah Harbour Priority Development Area:

- a. What is the total Government expenditure to date relating to the Priority Development Area, including:
  - i. Consultation
  - ii. Consultants' fees
  - iii. Legal expenses
  - iv. Other costs
- b. Has the Government considered revocation of all or part of the PDA, now that Walker Corporation has withdrawn its proposal following a foreshadowed refusal by the Federal Environment Minister?
- c. Will the Government rule out support for:
  - i. Any development within the boundaries of the Moreton Bay wetlands subject to protection under the Ramsar Convention?
  - ii. Any private development within the current PDA that is not necessary to deliver ferry terminal upgrades?

#### ANSWER:

##### *In response to a.—*

In February 2016, the Queensland Government (Minister for Economic Development Queensland), Redland City Council, Redland Investment Corporation (RIC) Toondah Pty Ltd (collectively the Owners) entered into a Development Agreement (Agreement) with the Walker Group for its proposed \$1.4 billion Toondah Harbour project.

Economic Development Queensland (then within the Department of State Development and Infrastructure (DSDI)) is the Queensland Government party to the Agreement.

Costs incurred by State Government departments to date total:

- DSDI (as the host agency for EDQ) – \$1,353,417 and
- Department of Environment, Science and Innovation – \$2,565.

This information has previously been provided in response to Question on Notice No. 429 asked by Dr. M Robinson on 17 April 2024, which sought total costs to State government departments coordinated under State Development and Infrastructure (reported separately by department) from 2015. No further expenditure has been incurred since the response was tabled on 17 May 2024.

***In response to b.—***

Following the proposed decision of the Honourable Tanya Plibersek MP, Commonwealth Minister for Environment and Water to refuse the controlled action for the Walker Group Toondah Harbour redevelopment project, the Walker Group withdrew its application on 18 April 2024. This concluded the federal government’s assessment of the proposal under the Commonwealth Environment Protection and Biodiversity Conservation Act decision making process.

In a public statement the Walker Group said, “we need an appropriate amount of time to understand and address those concerns, to satisfy the Government’s environmental requirements and to determine whether an alternative scheme would be viable for the project partners”.

Any alternative proposal would need to be considered against obligations under the Agreement between the Walker Group, the State Government and Redland City Council, and also be consistent with relevant state and federal environmental frameworks

Any future consideration of changes to the PDA as the relevant planning framework would have regard to the Commonwealth’s proposed decision and respond to the future planning needs for Toondah Harbour.

***In response to c. —***

Until such time as an alternative proposal is received from the Walker Group and further discussions are had with both the Walker Group and the Redland City Council, it is not possible to provide any further comment on any alternative options, implications for the state’s Agreement with the Walker Group or the current PDA.

**Questions on notice and responses –  
*Minister for Housing, Local Government and Planning and  
Minister for Public Works***

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## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 1**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to page 2 of the SDS, will the Minister update the Committee on why the Miles Government adopted the National Construction Code 2022?

#### **ANSWER:**

The National Construction Code (NCC) is Australia's primary set of technical design and construction provisions for new buildings. Substantial changes are made every three years.

Changes introduced through NCC 2022 see overall improvements to safety and health, amenity and accessibility, and sustainability in the design, construction, performance and liveability of new buildings. Changes also continued work to make the NCC easier to understand, improve its structure, the user experience and make it more web accessible. Referenced Standards were also updated.

Examples of technical changes are: provisions relating to fire safety of early childhood centres and transitioning to lead free plumbing products from a safety and health perspective; clarifying waterproofing provisions for areas adjacent to baths and spas, and requirements for sanitary compartments for people with ambulant disability to support improved amenity and accessibility; and requirements to facilitate the future installation of on-site renewables and electric vehicle charging to support sustainability outcomes.

The NCC 2022 also introduced changes to the design of new homes, referred to as the Modern Homes standards.

This reflects community expectations for contemporary housing, covering two major aspects; liveable housing design to improve accessibility and residential energy efficiency to improve occupant comfort and minimise energy bills.

About one million Queenslanders live with a disability, including mobility limitations, and cannot easily find a home that meets their needs. While most people assume a house or unit should accommodate their daily activities, such as showering and going to the toilet, people with mobility limitations cannot make the same assumptions. In addition, with an ageing population, it is critical that homes being built today are suitable for Queenslanders into the future and promote a more inclusive society.

Changes to improve liveability include one step free entry to a home, slightly wider corridors and doorways, additional circulating space around a toilet, and provision behind tiles in bathrooms and toilets to allow for grab rails to be installed, if needed.

Energy efficiency changes raised the minimum level of thermal performance of new homes to the equivalent of 7 stars under the Nationwide House Energy Rating Scheme (NatHERS). Homes being built in Queensland right now are already averaging 6.6 stars energy efficiency. Queensland's existing outdoor living area optional credit has been extended state-wide for both new houses and units to take advantage of our favourable climate and lifestyle. That means that simply adding a ventilated outdoor area to an average home could take it to 7.6 stars - well above the national standard.

In determining implementation and transition timeframes, Building Ministers nationally gave serious consideration to the benefits that energy efficiency and livable housing provisions bring to Australian households, and to supporting industry to deliver these changes.

In August 2022, Ministers decided NCC 2022 would be available from 1 October 2022. Nationally, it was to commence on 1 May 2023, with a transition period to 1 October 2023 for the Modern Homes provisions for energy efficiency, condensation mitigation and livable (accessible) housing.

To support industry through the transition, the Miles Government implemented a further phased approach, with livable housing design standards commencing 1 October 2023 and Residential energy efficiency commencing 1 May 2024. This, combined with exemption arrangements for finalised designs and work in progress, allow industry to gradually adjust to the standards. In addition, the Miles Labor Government has committed to industry to conduct six and 12 month reviews to understand Queensland's experience and whether any changes need to be made.

Queensland's additional transitional arrangements include time limited exemptions for the livable housing design standards exempting houses on narrow lots (<12.5m frontage) and prefabricated homes (<55m<sup>2</sup> floor area) to ensure the liveability changes do not affect the delivery of homes on these sites to the market. Despite offering this transitional exemption for prefabricated homes to industry, this has not been relied upon for the Miles Labor Government's roll out of modular homes, which are entirely compliant with NCC 2022.

Overall, this approach ensures the key goal of improving accessibility can be achieved while at the same time addressing practical transitional issues raised.

Upfront investment in liveability features will save homeowners about \$18,800 for houses and \$20,260 for units by avoiding retrofit costs. For Queensland, the energy standards will provide an average energy bill saving of \$185 per year for new homes. At the community level, this will result in a net benefit of \$506 million to Queensland and reduce emissions by 4.63 million tonnes.

The modular homes delivered through the Miles Labor Government's Modern Methods of Construction Program comply with NCC 2022, evidencing that it is not only possible to build a compliant new home quickly and at a reasonable cost, but that doing so increases housing supply and can improve the economic and social participation in society of all Queenslanders by providing inclusive, comfortable homes for everyone.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

#### **No. 2**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to page 1 of the SDS, will the Minister advise how the Miles Government has supported faith-based and charity organisations in developing social and community housing on their surplus land?

#### **ANSWER:**

The Queensland Government has a well-established history of partnering with faith-based organisations and the community housing sector to develop housing on land identified as suitable for development projects.

Since 2015 (as at 30 June 2024), 543 social and affordable homes have been contracted in partnership with faith-based organisations, including faith-based registered community housing providers (RCHP), supported by \$225.2M (GST inclusive) in State funding. Of these:

- 376 of these homes are being delivered on land that was offered by faith-based organisations; and
- 218 of these social and affordable homes have been delivered.

Four faith-based organisations have submitted proposals into QuickStarts Qld Round 2, including on land owned by these entities.

Evaluation and assessment of proposals received through QuickStarts Qld Round 2 are underway, with approvals and contracting to progressively commence from July 2024.

In October 2022, the Queensland Government amended the Planning Regulation 2017 to allow the Ministerial infrastructure designation pathway to be used for social or affordable housing, if the housing is proposed by a community housing provider or under a State-funded program.

Under this arrangement, on faith-based organisations' land, the Queensland Government has:

- approved 23 social and affordable dwellings for the Salvation Army
- commenced assessment for four projects comprising a total of 353 dwellings for Vinnies Housing (St Vincent de Paul) and Mission Australia
- endorsed a further three projects totalling 263 dwellings to proceed through the infrastructure designation process.

*Homes for Queenslanders*, released in February 2024, acknowledged that more needed to be done to unlock partnerships with private landholders and industry to facilitate more affordable homes on the ground.

To address this, the Queensland Government established the new State Facilitated Development (SFD) team to streamline the planning and development process and solve development and infrastructure issues that delay the delivery of new homes on underutilised land.

The new SFD team has also been tasked with testing different models of inclusionary planning under an Inclusionary Planning Pilot Program. These pilot projects will focus on new development with around 20 per cent affordable housing, and provide an opportunity for ‘affordable in perpetuity’ outcomes to be delivered in partnership with parties such as faith-based organisations.

The Queensland Government is engaging with the Yes in Faith’s Back Yard (YIFBY) advocacy group to understand how to better unlock development on faith-based land and based on feedback has revised the SFD criteria to include community facilities zoned land that might be unlocked for more affordable housing.

As a result, over 150 Expressions of Interest for SFD have been received, of which eight (8) proposals are from faith-based organisations proposing a total of 863 homes.

The Queensland Government is also encouraging local governments to bring forward proposed planning scheme changes through the new Fast Track Amendment process that is aimed at unlocking new and unforeseen housing supply on this type of land.

This will ensure councils can bring forward local supply solutions while preserving the chance for local communities to understand and have their say on changes being proposed on land that is currently zoned for community infrastructure such as schools, hospitals and parks.

The Queensland Government will continue to work with faith-based organisations, including those operating as RCHPs, to bring forward much needed housing supply.



## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 3**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to pages 1 and 2 of the SDS, will the Minister outline what measures the Miles Government has implemented to mitigate the rise in construction costs and support the housing industry?

#### **ANSWER:**

Through strong partnership with industry, the Department of Housing, Local Government, Planning and Public Works (the department) is actively working to mitigate the rise in construction costs and support the housing industry.

Effort has focused on all elements of activity – from the planning framework, government project planning and delivery, supporting innovation and reducing administration costs, including through a more efficient and customer-focussed regulator.

A new State Facilitated Development Unit with a fast-tracked approval process (minimum 75 day turn around) was introduced with no development application fees and limited appeal rights for new homes. This new pathway provides certainty to deliver housing projects on the ground quickly.

The Miles Government is also investing in new homes via the \$350 million Incentivising Infill Development Fund. This fund supports market-ready projects which increase housing density in well located urban areas that are under-utilised or vacant.

By covering known infrastructure costs, this fund ensures local Councils receive sufficient funding for essential infrastructure and gives homebuyers more affordable and diverse housing options, in the places they live and work..

Through the \$300 million 2024-27 Works for Queensland Program (W4Q) the Miles Government will support the 65 councils outside of Southeast Queensland to deliver local infrastructure projects. This is the largest round of W4Q delivered to date and takes brings the total W4Q commitment from the State since 2016 to \$1.1 billion.

Further, there is ongoing broader work, coordinated through the Department of State Development and Infrastructure to enhance coordination of project pipelines to ensure project deliverability, as well as investment into the trades pipeline coordinated through the Department of Employment and Small Business and the Department of

Training and Skills Development. This includes initiatives like Free Construction Apprenticeships for all ages and Free Tools for First Years.

The Miles Government has partnered with industry through its Modern Methods of Construction (MMC) program, to deliver modern homes that are energy efficient, accessible and adaptive to the Government's housing needs. The MMC program allows for increased production speed and supports delivery certainty.

Through innovative construction methodologies, the Miles Government is realising efficiencies such as: higher volume roll-out, quicker project delivery, increased appetite for MMC and refinement of designs. It is expected further efficiencies will be achieved as industry continues to develop, which will result in quicker delivery and a further uplift in the MMC program.

To support the MMC program, the Miles Government has established QBuild Rapid Accommodation and Apprenticeship Centres which will provide training opportunities to QBuild's trade workforce. These centres will uplift the capability of QBuild through implementing efficient construction methodologies and innovative designs and facilitate MMC training opportunities for QBuild's trades and apprentices.

Support is also provided to the Independent Queensland Building and Construction Commission to regulate and empower the industry to get the job done. This includes administering the Queensland Home Warranty Scheme, which is a crucial safety net for Queenslanders building or renovating a home, as well as a Mediation and Conciliation Services pilot, which is aimed at delivering fundamental change and a low-cost alternative as part of the dispute resolution process.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 4**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to pages 1 and 2 of the SDS, will the Minister inform the Committee about any funds or financial measures that the Miles Government has introduced to accelerate infrastructure delivery for new housing?

#### **ANSWER:**

Under the *Homes for Queenslanders* plan, the Miles Government introduced the \$350 million Incentivising Infill Development Fund (IIDF) to support diverse, affordable and well-located housing. The IIDF:

- Supports increased density in existing urban areas through infrastructure charge relief and development assessment fee waivers.
- Ensures councils are not financially burdened by infrastructure costs, preventing them from being passed on to homebuyers.
- Enables housing projects to be delivered that might otherwise have been delayed due to infrastructure funding gaps.

During the application period from June 10 to June 27, 2024, the IIDF received 226 applications totaling over \$350 million. This funding could potentially deliver more than 12,000 new homes and create over 4,000 new lots.

The Miles Government has approved 60 IIDF applications providing over \$52 million in infrastructure charges relief. This will deliver 1,488 dwellings and 72 additional residential infill lots in well located areas.

Additionally, the Miles Government recently launched:

- 2024-27 Works for Queensland
- 2024-27 South-East Queensland Community Stimulus Program
- 2024-28 Local Government Grants and Subsidies Program

These initiatives will provide an additional \$515 million to support Queensland councils in delivering necessary infrastructure, including projects that facilitate increased housing supply.

The \$210 million SEQ City Deal Growth Area Compact, focused on Waraba City (formerly Caboolture West) supports affordable housing delivery. This initiative involves \$100 million direct funding from the Queensland Government, complementing Moreton Bay City Council's \$10 million contribution.

Since 2021, Queensland has allocated \$369.4 million through various co-investment funds to unlock land and bring forward up to 75,000 new residential lots:

- Catalyst Infrastructure Fund 2022 - \$171.2 million
- Building Acceleration Fund - \$122.7 million
- Growth Acceleration Fund - \$35 million
- Specific Greater Flagstone Catalyst Infrastructure Funding - \$31 million
- Original Ripley Valley Catalyst Infrastructure Funding approved since 2021 - \$9.477 million.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 5**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to page 1 and 3 of the SDS, specifically the Social Housing register, will the Minister advise what is the average wait time for households for social housing, what is the process for allocating housing to those on the register, and what the Government is doing to support people on the housing register while they wait for an allocation?

#### **ANSWER:**

The average wait time for allocation of a household on the housing register as at 30 June 2024 is 21.2 months.

Similar to the current private rental market, the government-owned and managed social housing vacancy rate is low, at 0.34% for tenantable department owned and managed social housing (including headleases) as at 30 June 2024. This is in comparison to the private market vacancy rate for Queensland (published by REIQ as at 31 March 2024) at **0.9%**.

Social housing tenants are staying in properties longer, with an average government-owned and managed tenancy of 11 years. In comparison, the average private rental tenancy is 22 months for a house and 17.4 months for a unit.

Social housing applications are prioritised based on the level of need, for example, people experiencing homelessness, or domestic, family or sexual violence are prioritised over people who are already in a home.

We work with all customers to understand their specific needs, including those currently on the housing register, and connect them with services, products and supports to meet their immediate and longer-term housing needs.

This includes a range of products and services including emergency/temporary housing, bond loans, bond loan plus, rental grants, rent connect services and rental subsidies. In 2023-24 as at 31 March 2024, the department provided over 177,000 forms of support to Queenslanders to find, get and keep a home.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 6**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to page 2, 7 and 11 of the SDS, will the Minister outline what the Miles Government is doing to increase housing supply across the state as part of the commitment to 1 million new homes by 2046?

#### **ANSWER:**

##### **Homes for Queenslanders**

In February 2024, the Miles Government launched *Homes for Queenslanders*, a 20 year whole-of-system housing plan backed by a significant \$3.1 billion investment to fast-track one million new homes by 2046, including 53,500 new social homes.

*Homes for Queenslanders* builds upon previous commitments outlined in the Queensland Housing Summit Outcomes (Outcomes Report) and the Queensland Housing and Homelessness Action Plan 2021-25 (HHAP).

It also builds on the Queensland Government's significant efforts to accelerate housing supply through planning reform, catalyst infrastructure investment, fostering innovative construction methods and supporting a strong Queensland construction industry.

##### **Funding and Incentives**

- Increased first home concession threshold on transfer duty to \$700,000 and vacant land concession to \$350,000, aiming to assist 10,000 first homebuyers annually.
- Doubled first home owner grant to \$30,000 for new homes until 30 June 2025, the most generous scheme nationally, aimed at boosting market supply for long-term housing affordability.
- Introduced tax concessions for build-to-rent developments that offer at least 10% of homes at discounted rents, alongside a \$70 million Build to Rent Pilot Program supporting three projects yielding approximately 1,200 homes, including up to 490 at reduced rents.
- In a 2-year trial, Queensland will raise the income eligibility threshold for the Housing Finance Loan to \$201,000 annually, aiming to support regional residents facing challenges in securing home loans due to location.

- Launched the \$350 million Incentivising Infill Development Fund (IIDF) to support over 12,000 new homes and 4,000 lots.
- Made \$366 million of infrastructure funding available since 2021 via the Catalyst Infrastructure Fund, Building Acceleration Fund, and Growth Acceleration Fund to unlock residential lots, facilitating the creation of 75,000 new lots.
- Opened the State Facilitated Development pathway and Inclusionary Planning pilot program to potentially unlock more than 30,000 dwellings.
- Creating the Distinctly Queensland Design Series to expedite delivery of gentle density homes and secondary dwellings.
- Introduced a \$12.5 million Scheme Supply Fund to assist councils in updating local plans for housing needs.
- Supporting social housing tenants to own their own home through our Sales to Tenants program.
- Provided \$200,000 to Western Queensland Alliance of Councils for 22 Local Housing Action Plans in 2022, followed by \$600,000 to the Local Government Association of Queensland in 2023 to expand the program to 38 more councils.

### **Regulatory and Legislative Reform**

- Advanced legislation enabling the national Help to Buy scheme to assist approximately 8,000 residents in purchasing homes.
- Passed the Housing Availability and Affordability (Planning and Other Legislation Amendment) Bill 2023.
- Amended the planning framework to eliminate restrictions on secondary dwellings (granny flats), with 1,036 rental bonds held by the Residential Tenancies Authority as of 30 June 2024.
- Amended the Ministerial Infrastructure Designation process to facilitate social and affordable housing across the state by registered housing providers and funded programs resulting in approvals for 139 homes, 451 homes under assessment, and 690 homes in pre-lodgement phase across Queensland.
- Changed the planning framework to deregulate small-scale rooming accommodation and dwelling houses in lower density residential zones.
- Changed body corporate legislation to allow for the termination of economically unviable community title schemes, facilitating renewal and redevelopment efforts.

### **Planning**

- Released the South East Queensland Regional Plan (ShapingSEQ 2023), including statutory dwelling supply and diversity targets, and established the ShapingSEQ Delivery Office to implement priority actions.
- As of 30 June 2024, 39 LHAPs have been completed and adopted by councils with 18 in final draft awaiting adoption, and 3 undergoing further development.

- Conducted a comprehensive audit of state government land for social and private housing development.

### **Workforce Development**

- Rebuilding QBuild to grow trades-based workforce to 1,000 by 2026.
- Partnered with industry through the Modern Methods of Construction (MMC) program to deliver energy-efficient, accessible, and adaptable homes with increased production speed and delivery certainty.
- Established QBuild Rapid Accommodation and Apprenticeship Centres to enhance workforce training in efficient construction methodologies and MMC.
- Established the Queensland Construction Workforce Fund to support initiatives like the Free Tools for First Years program, aimed at boosting apprenticeship numbers, skilled workers, and overcoming workforce participation barriers.



## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 7**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to page 6 of the SDS, will the Minister provide an update on the performance of the OIA to assess complaints within agreed service delivery timeframes?

#### **ANSWER:**

Last year our government passed the Local Government (Councillor Conduct) and Other Legislation Amendment Act 2023. Our reforms to the councillor complaint system have made it stronger and provided clarity and efficiency to councils, and have been welcomed by councils and the LGAQ.

Councillors are seeing the effect of these reforms already. The number of matters awaiting hearing by the Tribunal has decreased from 66 applications as at 30 June 2023 to 6 applications as at 30 June 2024.

For 2023-24, the OIA timeframes were as follows:

- Assessment - 98% of complaints were assessed and the outcome communicated within 21 working days;
- Investigations - average time taken to investigate a complaint was 3.3 months (this includes time spent waiting for information from other parties, e.g. a councillor);
- Natural justice - average time taken to undertake a natural justice process was 4.88 months, reflecting the prioritisation of matters that opened prior to our reforms (this does not include three matters involving one Councillor which were intentionally held pending a decision by the CCT on a related application).

A comprehensive review process was undertaken by the former State Development and Regional Industries Committee whose report made 40 recommendations to improve the councillor complaints system.

In following with recommendation 1, for 2024-25 the OIA will be working to new target timeframes.

For simple complaints:

- complaints will be assessed within 7 working days.
- complaints will be investigated within 60 working days.

For complex complaints (involving a natural justice phase):

- complaints will be assessed within 7 working days.
- complaints will be investigated within 160 working days.

These timeframes reflect an "other party pause" function meaning the 'clock' stops counting when the OIA is awaiting certain information/action from another party such as a councillor or a councillor's solicitor. This will give a more accurate view of how long the Office of the Independent Assessor is taking to assess and investigate matters. These timeframes will continue to be monitored to ensure the councillor conduct framework is operating as efficiently as possible.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 8**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to page 1 and 2 of the SDS, will the Minister advise what support the Miles Government has given to renters in Queensland?

#### **ANSWER:**

The Miles Government is committed to strengthening renters' rights to support households who rent in the private market.

That is why *Homes for Queenslanders* includes a \$160 million Renters Relief Package to help Queensland renters to find, get and keep a rental home.

The Renters Relief Package is already responding to changing need by providing more funding, expanded eligibility and new ways to help renters with immediate support, and enhanced private housing market products and services.

The Renters Relief Package has delivered:

- Increased income eligibility limits from 65% to 70% of the Queensland Adult Ordinary Time Earnings.
- Increased liquid asset eligibility limits from \$2,500 to \$5,500 for Bond Loans, Bond Loan Plus, Rental Grant, and Rental Security Subsidy to expand eligibility for these products.
- Increased financial expenditure and duration of assistance provided through the Rental Security Subsidy, extending the period of assistance to 24 months. For young people aged 25 years and under the assistance is increased to enable up to 48 months duration and a maximum value of assistance of \$20,000.
- A new repayable Bridging Bond Loan product which will assist households to meet the cost of a bond to establish a new tenancy while waiting for a refund on an existing lodged bond.
- Increased the Regional Discretionary Fund which provides a person-centred and tailored solution in the form of a grant to overcome specific barriers preventing a customer from accessing and sustaining an affordable and appropriate private rental tenancy.
- An additional 42 new frontline RentConnect Officer positions providing specialist customer service responses at Housing Service Centres around the State to support increased demand.

*The Residential Tenancies and Rooming Accommodation and Other Legislation Amendment Act 2024* which received Assent on 6 June 2024 also delivers initiatives

under the *Homes for Queenslanders* Support Queensland renters pillar and *A Better Deal for Renters* reforms agreed by National Cabinet, including reforms to:

- establish a portable bond scheme to allow renters to transfer their bond when relocating from one rental property to another;
- set clear expectations through a rental sector Code of Conduct to foster appropriate and professional practices in Queensland's rental market;
- help to stabilise rents by banning all forms of rent bidding and applying the annual limit for rent increases to the rental property not the tenancy;
- make it easier for renters to install modifications they need to live safely and securely in their rental home, extend entry notice periods and give renters confidence their privacy is protected;
- ensure renters have a fee-free option to pay rent, choice about how they apply for a rental property, receive utility charges promptly, and introducing a cap on reletting fees.

In addition to the Renters Relief package 35,443 households were assisted with private market products and services to allow them to access or maintain housing in the private rental market to the value of \$51.089 million in the 2023-24 financial year.

**Housing, Big Build and Manufacturing Committee**

**Estimates Pre-Hearing Question on Notice**

**No. 9**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

**QUESTION:**

With reference to pages 30 to 32 of the SDS, will the Minister provide an update on the average wait time for QBCC inspections?

**ANSWER:**

As at 9 July 2024, the statewide average wait time for a QBCC building inspection was nine weeks.

This represents a 55% reduction in wait times from the beginning of the 2023-24 financial year.

Despite continued high volumes of work, average wait times have been steadily reducing since the QBCC implemented a Building Inspection Wait Time Reduction Program in July 2023.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 10**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to page 1 and 2, 23 to 26 of the SDS, will the Minister inform the Committee how the Miles Government is using Modern Methods of Construction to deliver homes across Queensland?

#### **ANSWER:**

The Queensland Government has partnered with industry through its Modern Methods of Construction (MMC) program to deliver modern homes that are energy efficient, accessible, and adaptive to the Government's housing needs. The MMC program allows for increased production speed and supports delivery certainty.

Homes constructed through the MMC program are future proofed – compliant with the 2022 National Construction Code changes for accessibility and energy efficiency.

Homes are built to an agreed standard and condition, designed to withstand the varied and robust environmental conditions experienced in Queensland.

With industry, Government has completed over 160 and delivered over 130 modular homes to sites across Queensland. Collaborating with industry through MMC is delivering a sustainable pipeline of well-designed and affordable housing that maximises the combined capability and capacity of the MMC industry in partnership with QBuild.

To support the MMC program, Government has established QBuild Rapid Accommodation and Apprenticeship Centres which will provide training opportunities to QBuild's trade workforce. These centres will uplift the capability of QBuild through implementing efficient construction methodologies and innovative designs and facilitate MMC training opportunities for QBuild's trades and apprentices. From 1 July 2024, these centres will complete over 50 homes per year.

Through the MMC program, the Government has delivered substantial outcomes for the benefit of communities across regional and remote Queensland.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 11**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to the Transport and Resources Committee Estimates pre-hearing Question on Notice NO. NG06 (2021), will the Minister outline the number staff (FTE) employed per the Queensland Building and Construction Commission (QBCC), broken down by division within the Commission and reported by the 2023/24 financial year?

#### **ANSWER:**

The QBCC implemented structural changes on 3 July 2023. The below table reports active Full-Time Equivalent (FTE) staff as at 30 June 2024 and according to the QBCC's current structure.

<b>Division</b>	<b>2023-24 (Active FTE)</b>
Office of the Commissioner (Corporate Support Services)	5
Customer and Strategy Division (Strategy & Business Intelligence, Customer Insights & Experience and Communication & Executive Services)	52.54
Financial Services Division (Finance, Procurement, Insurances Services, Facilities)	39.36
Digital and Information Division (Includes Architecture & Planning, Information Management, Digital Delivery, Enterprise Platforms and Service Management)	52.3
Human Resources Division (HR Services, People, Culture & Workforce Strategy and WHS)	24.33
Legal and Legislation Division (Legal Services, Policy & Legislation, Right to Information)	44.12
Integrity and Risk Division (Adjudication registry, Governance & Risk, Assurance)	48.8
Regulatory Standards and Support Division (Licensing)	112.14
Regulatory Operations Division (Resolution Services, Building & Technical Inspectorate, Building Safety & Standards)	189.66
Chief Building Regulator (Regional Services)	60.3

Regulatory Practices & Engagement Division  
(Regulatory Reform & Insights and QBCC Regulatory Academy)

30.88

**Total**

**659.43**

**2023-24** data is as at 30 June 2024

**Note: Board members are not included in data set.**



## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 12**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to QBCC inspections following a complaint for defective building work— Will the Minister advise the current average waiting time for the following, reported separately by QBCC region –

- a. defective building work inspections
- b. home warranty claim processing?

#### **ANSWER:**

Average wait time for defective building work inspections reported separately by QBCC region as at 9 July 2024:

Brisbane – 8 weeks  
Gold Coast – 8 weeks  
Sunshine Coast – 15 weeks  
Toowoomba – 6 weeks  
Maryborough – 9 weeks  
Rockhampton – 7 weeks  
Cairns – 10 weeks  
Townsville – 7 weeks  
Mackay – 9 weeks  
**Statewide average – 9 weeks.**

Claims made under the Queensland Home Warranty Scheme are processed according to a statewide distribution of work model. As claims processing is assigned for assessment according to the QBCC's statewide distribution of work model, claims can be assessed by an Assessment Officer in any region across Queensland.

The claims acceptance time for defects claims opened after 1 July 2023 and accepted between 1 July 2023 to 30 June 2024 (FY2023-24) averaged 19 business days across the State.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 13**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

Regarding applications to date for the Incentivising Infill Fund outlined on page 2 of the SDS, can the Minister provide a breakdown of the number of applications by local government area and the amount of funding sought broken down by local government area?

#### **ANSWER:**

The Incentivising Infill Development Fund (IIDF) was open for applications from 10 June 2024 until 27 June 2024. The below provides a breakdown of the applications received per local government area (LGA):

<b>LGA</b>	<b>No. of applications</b>	<b>Funding sought</b>
Brisbane City	87	\$ 170,322,070
Bundaberg Regional	1	\$796,898
Cairns Regional	9	\$16,840,478
Cook Shire	2	\$6,300
Fraser Coast Regional	5	\$6,619,000
Gladstone Regional	2	\$1,608,447
Gold Coast City	17	\$41,620,136
Ipswich City	15	\$24,548,727
Livingstone Shire	1	\$2,525,000
Logan City	11	\$9,241,652
Mackay Regional	1	\$893,199
Moreton Bay City	20	\$29,435,507
Noosa Shire	2	\$3,426,100
Redland City	11	\$9,289,659
Scenic Rim Regional	1	\$2,444,481
South Burnett Regional	1	\$167,370
Southern Downs Regional	1	\$240,000
Sunshine Coast Regional	23	\$19,365,637
Tablelands Regional	2	\$769,750
Toowoomba Regional	7	\$7,686,792
Townsville City	6	\$2,690,392
Whitsunday Regional	1	Value of funding sought was not included in application
<b>Total</b>	<b>226</b>	<b>\$350,537,595</b>

## Housing, Big Build and Manufacturing Committee

### Estimates Pre-Hearing Question on Notice

No. 14

Asked on Tuesday, 9 July 2024

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to the Capital Programs for Local Government, can the Department report separately by program-

- the description of each project/initiative, the name of the recipient, level of funding provided in financial years 2022-23 and 2023-24 and proposed funding allocation in 2024-25; and
- identify the amount of carry over funding in each respective program and provide advice as to why funding was carried over?

#### **ANSWER:**

The major capital grants programs for Local Government administrated by the Department of Housing, Local Government, Planning and Public Works in 2022-23 and 2023-24 included:

- 2021-24 Works for Queensland (W4Q 2021-24)
- 2021-24 South East Queensland Community Stimulus Program (SEQCSP 2021-24),
- 2022-24 Local Government Grants and Subsidies Program (LGGSP 2022-24).

The approved projects for these programs are listed in the table below, which is based on information in the Department's grants management system as at 15 July 2024. Councils can submit variations to amend scope, vary project budget or remove projects.

<b>Program</b>	<b>Council</b>	<b>Project Description</b>	<b>Approved Funding</b>
<b>LGGSP 2022-24</b>	Balonne Shire Council	Drainage Plans- Mungindi and St George	\$249,999.98
	Balonne Shire Council	Capital – St George River Main Replacement Project	\$440,200.00
	Barcoo Shire Council	Barcoo Staff Housing	\$1,542,179.00
	Boulia Shire Council	Boulia Shire Staff Housing Project	\$1,562,640.00
	Bundaberg Regional Council	Moore Park Beach Master Plan Stage 2	\$2,943,271.65
	Burdekin Shire Council	Ayr Macroalgae Wastewater Treatment Project	\$3,512,318.40

	Burke Shire Council	Burketown Health & Wellbeing Precinct	\$338,250.00
	Cairns Regional Council	Cairns Resource Recovery 2040 Roadmap	\$250,000.00
	Cairns Regional Council	Panguna Reservoir Refurbishment	\$422,714.71
	Cassowary Coast Regional Council	Mission Beach Town Centre Revitalisation Project (Stage 2)	\$3,522,552.00
	Cassowary Coast Regional Council	Cardwell Tropical Mountain Bike Trails Business Case	\$60,000.00
	Central Highlands Regional Council	Installation of Smart Water Meters at Capella	\$213,600.00
	Charters Towers Regional Council	Water Main and Reservoir Design	\$250,000.00
	Cherbourg Aboriginal Shire Council	Cherbourg Community Centre and Council Offices Planning Project	\$474,329.00
	Cook Shire Council	Lakeland Infrastructure Planning Study	\$150,000.00
	Croydon Shire Council	Kitchen, Bathroom and flooring	\$90,000.00
	Croydon Shire Council	Asset condition assessment of the Administration Building	\$27,000.00
	Diamantina Shire Council	Asset Condition Assessment - CCTV Sewer and Storm water networks (Bedourie & Birdsville)	\$144,000.00
	Douglas Shire Council	Fixed Asset Management System implementation	\$243,472.98
	Flinders Shire Council	Flinders Discovery Centre Museum Expansion and Upgrade	\$528,000.00
	Fraser Coast Regional Council	Open Space and Environment Accessibility Audit	\$36,000.00
	Fraser Coast Regional Council	Hervey Bay Aquatic Centre Master Plan Implementation Stage 1	\$3,556,872.00
	Gladstone Regional Council	Wastewater Treatment Plant Asset Growth Plans and Masterplan for Gladstone, South Trees, Calliope, Boyne Island, Tannum Sands.	\$250,000.00
	Gold Coast City Council	Palm Beach Aquatics and Community Centre New 25m pool	\$1,950,000.00
	Goondiwindi Regional Council	Village Reservoir Mixer Installation	\$156,000.00

Goondiwindi Regional Council	Inglewood Reservoir Roof Replacement	\$420,000.00
Gympie Regional Council	Regional Waste & Resource Recovery Solution Suitability Study	\$250,000.00
Gympie Regional Council	Gympie Southside Sewer Network Expansion Project Stage 8, 9 and 10	\$3,540,934.20
Hope Vale Aboriginal Shire Council	Everlina Retail Precinct Joint Building Upgrade - Commercial Space and Supermarket	\$1,015,084.20
Isaac Regional Council	Moranbah Access Road - Investment Strategy	\$100,000.00
Isaac Regional Council	Clermont WTP-filter media and plant modernisation	\$420,000.00
Isaac Regional Council	St Lawrence Raw Pipeline and Raw Water Reservoir	\$1,020,000.00
Kowanyama Aboriginal Shire Council	Gas Storage and Roadway Access	\$196,650.00
Kowanyama Aboriginal Shire Council	Kowanyama Airport Fuel Farm and PAALC Lighting Upgrades	\$1,286,622.31
Livingstone Shire Council	Emu Park Sewage Treatment Plant Upgrade	\$4,078,200.00
Lockhart River Aboriginal Shire Council	Lockhart River Staff Housing Project	\$2,082,016.96
Lockyer Valley Regional Council	Lockyer Valley Asset Condition Assessments	\$420,000.00
Logan City Council	Logan Gardens Shared Ring Road Stage 1	\$1,350,000.00
Logan City Council	Concept design and preliminary costings for upgrade to Logan City Council's community waste and recycling facilities	\$120,000.00
Longreach Regional Council	In-ground Asset (Water and Sewerage) Replacement	\$600,000.00
Mackay Regional Council	Mackay Stadium Refurbishment	\$1,782,635.06
Maranoa Regional Council	Update Roma and Mitchell Water Models	\$36,000.00
Mareeba Shire Council	Bicentennial Lakes Active Recreation Upgrade	\$166,200.00
Mareeba Shire Council	Mareeba Water Treatment Plant Raw Water Pump Station upgrade	\$475,524.00
Moreton Bay City Council	The Hills District Community Hub Planning Project	\$200,000.00

	Mornington Shire Council	Mornington Island Motel and Accommodation Expansion	\$2,052,350.00
	Mount Isa City Council	Outback at Isa - Phase 1 Detailed Design - Visitor Centre Refurbishment	\$249,750.00
	Murweh Shire Council	Augathella Aerodrome Upgrade Planning Project	\$128,000.00
	Murweh Shire Council	Charleville Sewage Treatment Plant Upgrade	\$6,240,000.00
	Murweh Shire Council	Augathella Common Effluent Disposal (CED) Scheme	\$1,834,000.00
	Noosa Shire Council	Noosa Shire Transit Hubs Investigations	\$168,000.00
	Noosa Shire Council	McKinnon Drive Community Sports Facility- Stage 1	\$390,000.00
	North Burnett Regional Council	Mundubbera Landfill Expansion (Stage 2)	\$3,161,102.86
	Northern Peninsula Area Regional Council	Asset Management Planning	\$250,000.00
	Palm Island Aboriginal Shire Council	Sewer Inlet Works	\$1,700,000.00
	Palm Island Aboriginal Shire Council	Building Resilience - Water Treatment Plant Back-Up Generators	\$427,462.00
	Paroo Shire Council	Town Water Supply Security Infrastructure Works	\$3,362,899.00
	Pormpuraaw Aboriginal Shire Council	New Staff Duplex Complex	\$1,410,000.00
	Quilpie Shire Council	Town House Residential Estate - Stage 1	\$2,192,077.00
	Redland City Council	Critical Wastewater Infrastructure Condition Assessments	\$62,536.44
	Redland City Council	Redland Community and Cultural Precinct – Renovate, Rejuvenate, Repair and Re-Purpose	\$120,000.00
	Redland City Council	Redlands Coast Fibre Expansion Stage 2B	\$1,189,530.00
	Rockhampton Regional Council	Rockhampton & Gracemere Long Term Water Treatment and Distribution Strategy	\$180,000.00
	Scenic Rim Regional Council	Lupton Road Sports Precinct – Planning and Design	\$150,000.00
	Scenic Rim Regional Council	Safety Upgrades on Tarome Road	\$1,202,825.52
	Somerset Regional Council	Powering growing communities with solar	\$88,924.20

	South Burnett Regional Council	Nanango Waste Facility weighbridge install and transfer station upgrade	\$364,536.00
	South Burnett Regional Council	Waste Management and Climate Change Adaptation Strategy	\$138,000.00
	South Burnett Regional Council	Roof Replacement - Blackbutt Memorial Hall	\$161,001.00
	Southern Downs Regional Council	Sealed Roads Asset Management Plan	\$25,200.00
	Southern Downs Regional Council	Sewer Relining Project at Warwick and Stanthorpe	\$1,457,100.00
	Sunshine Coast Regional Council	Caloundra Headland Coastal Pathway	\$980,000.00
	Tablelands Regional Council	Yungaburra Water Security Project (YWSP) (Phase 1)	\$1,783,800.00
	Toowoomba Regional Council	Water and Sewer Asset Criticality Assessment	\$101,340.00
	Torres Shire Council	Thursday Island Sports Centre masterplan	\$40,000.00
	Torres Strait Island Regional Council	Community Fuel Resource Upgrade	\$1,140,000.00
	Western Downs Regional Council	Miles Dogwood Creek Redevelopment Project	\$120,000.00
	Whitsunday Regional Council	Whitsunday Coast Airport Expansion	\$150,000.00
	Whitsunday Regional Council	Asset Management Lifecycle Improvement Project	\$1,972,000.00
	Winton Shire Council	Winton Water Automation Project	\$1,200,000.00
	Yarrabah Aboriginal Shire Council	Yarrabah Foreshore Development Plan	\$250,000.00
	Yarrabah Aboriginal Shire Council	Water Treatment Plant Upgrades	\$1,253,159.00
	Bundaberg Regional Council	Tirroan Waste Transfer Station Construction - Bundaberg Regional Council	\$290,000.00

	Isaac Regional Council	Weighbridge Installation Clermont Waste Management Facility	\$329,012.90
<b>SEQCSP 2021-24 - Allocation</b>	Brisbane City Council	Albert Street Amenity Block Greening Project	\$1,350,000.00
	Brisbane City Council	Animal Rehoming	\$1,000,000.00
	Brisbane City Council	Everton Park Bowls Club Car Park	\$650,000.00
	Brisbane City Council	Murarrie Recreation Reserve - Brisbane International Cycle Park	\$2,558,880.96
	Brisbane City Council	Roof replacement – SES Morningside	\$941,119.04
	Brisbane City Council	Sports Field Lighting	\$500,000.00
	Gold Coast City Council	Gold Coast Disaster and Emergency Management Centre	\$9,810,000.00
	Ipswich City Council	Riverview recycling and refuse centre upgrade and associated works (Stage 1)	\$3,170,000.00
	Ipswich City Council	Richardson Park Playground and Amenities Upgrade	\$1,500,000.00
	Ipswich City Council	Cameron Park Playground and Amenities Upgrade	\$2,000,000.00
	Lockyer Valley Regional Council	Bore Infrastructure Improvements	\$84,063.26
	Lockyer Valley Regional Council	Cahill Park Machinery Shed Renewal	\$119,034.93
	Lockyer Valley Regional Council	Cemetery Upgrades - Laidley / Gatton	\$66,899.73
	Lockyer Valley Regional Council	Culvert Renewal Program	\$205,425.21
	Lockyer Valley Regional Council	Flood Cameras	\$139,837.65
	Lockyer Valley Regional Council	Floodway Renewal Program	\$427,413.18
	Lockyer Valley Regional Council	Footpath Missing Link and Renewal Program	\$290,038.74
	Lockyer Valley Regional Council	Gatton Landfill Cell 5 Construction	\$1,983,068.51



	Lockyer Valley Regional Council	Kerb and Channel Renewal Program	\$300,000.00
	Lockyer Valley Regional Council	Laidley Saleyards Program	\$69,586.82
	Lockyer Valley Regional Council	Stormwater Renewal Program	\$208,000.00
	Lockyer Valley Regional Council	Twidale Road Upgrade	\$136,631.97
	Logan City Council	Centre Activation Through Tactical Intervention	\$500,000.00
	Logan City Council	Logan Central Youth Centre	\$2,020,000.00
	Logan City Council	South West Depot	\$3,500,000.00
	Logan City Council	Storey Road - Logan Village Local Road Kerb and Stormwater Drainage upgrade	\$1,000,000.00
	Logan City Council	Teviot Road and Middle Road Intersection upgrade	\$1,000,000.00
	Moreton Bay City Council	Beachmere - Mazlin Park - Park Upgrade	\$950,000.00
	Moreton Bay City Council	Brendale - Nolan Park - BMX Precinct Construction	\$450,000.00
	Moreton Bay City Council	Burpengary - Jets Rugby League - Lighting and CCTV	\$280,000.00
	Moreton Bay City Council	Caboolture - Bluebell street Park - Amenities Construction	\$320,000.00
	Moreton Bay City Council	Clontarf - KR Benson Park - Redcliffe Leagues Netball Association Court Renewal	\$1,194,000.00
	Moreton Bay City Council	Dayboro - Dayboro War Memorial Grounds - Soccer Field Lighting	\$320,000.00
	Moreton Bay City Council	Dayboro - Hay Road - Pathway Construction	\$170,000.00
	Moreton Bay City Council	Everton Hills - Cabbage Tree Creek - Active Transport Improvements	\$800,000.00
	Moreton Bay City Council	Kallangur - Freshwater Creek - Park Corridor Upgrade	\$300,000.00
	Moreton Bay City Council	Morayfield - Lindsay Road Sports Complex - Lighting Upgrade	\$354,300.00
	Moreton Bay City Council	Morayfield - Madeline Drive - Missing Link Footpath (1.80km)	\$520,000.00
	Moreton Bay City Council	Morayfield - Morayfield Road - Active Transport Upgrades	\$500,000.00
	Moreton Bay City Council	Murrumba Downs - Dohles Rocks Road - Fauna Infrastructure Renewal	\$300,000.00

	Moreton Bay City Council	Murrumba Downs - Ogg Road - Pedestrian Crossing and Road Access Improvements	\$512,000.00
	Moreton Bay City Council	North Lakes - Bounty Boulevard State School - Park and Walk Facility	\$128,500.00
	Moreton Bay City Council	North Lakes - Kinsellas Sports Complex - Tiered seating and shade	\$941,200.00
	Moreton Bay City Council	Rothwell - Scott Street - Park and Walk Facility	\$80,000.00
	Moreton Bay City Council	Strathpine - Rob Akers Reserve - Building Renewal Stage 2 Clubhouse	\$900,000.00
	Moreton Bay City Council	Warner - Frank Nichols Park - Park Upgrade 2	\$280,000.00
	Noosa Shire Council	Community Facility Maintenance and Renewal	\$709,000.00
	Noosa Shire Council	Conservation Projects on Council Land/Reserves-1	\$200,000.00
	Noosa Shire Council	Council Building Upgrades	\$233,000.00
	Noosa Shire Council	Gympie Terrace Foreshore Shelter Renewal Program	\$160,000.00
	Noosa Shire Council	Noosa Heads Main Beach Shower and Rock Wall Seating Improvements	\$90,000.00
	Noosa Shire Council	Noosa Heads Maze Carpark Works Including Lighting	\$155,000.00
	Noosa Shire Council	Noosa Heads Precinct West End Sofitel Boardwalk Design and Construction	\$105,000.00
	Noosa Shire Council	Noosaville Alec Loveday Park Pedestrian Bridge Renewal Works	\$18,517.00
	Noosa Shire Council	Noosaville Gympie Terrace Park Furniture Renewal	\$50,000.00
	Noosa Shire Council	Noosaville Noosaville Foreshore Park Stormwater Renewals	\$250,000.00
	Noosa Shire Council	Peregian Beach Skate Park Design and Construct	\$175,000.00
	Noosa Shire Council	Shire BBQ Renewal Program	\$114,838.00
	Noosa Shire Council	Shire Kerb and Channel Renewal Program	\$400,000.00
	Noosa Shire Council	Shire Public Amenities Renewal Program	\$331,129.00
	Noosa Shire Council	Shire Switchboard and Meterbox upgrade	\$24,143.00
	Noosa Shire Council	Sunshine Beach - Beach Access 31 Renewal	\$160,000.00
	Noosa Shire Council	Tewantin Memorial Park Pathway Upgrade	\$150,000.00
	Noosa Shire Council	Walking and Cycling Strategy Implementation	\$754,373.00
	Redland City Council	Redlands Coast Fibre Expansion Stage 2A: Indigiscapes to Capalaba Library (via Capalaba WWTP)	\$590,000.00

	Redland City Council	Charlie Buckler Sports field and Facilities Upgrade - Demand Ready, Inclusive Sporting Facilities for Southern Redlands Coast	\$4,500,000.00
	Scenic Rim Regional Council	Beaudesert Enterprise Precinct pavement rehabilitation	\$700,000.00
	Scenic Rim Regional Council	Bromelton Transfer Station recycling bay construction	\$600,000.00
	Scenic Rim Regional Council	Carpark and access driveways upgrades at two parks	\$1,040,000.00
	Scenic Rim Regional Council	Community and Council Facilities upgrades	\$810,000.00
	Scenic Rim Regional Council	Community and Cultural Centres - Air Conditioning Upgrade	\$840,000.00
	Somerset Regional Council	Lowood Recycled Water Pipeline	\$1,400,000.00
	Somerset Regional Council	Upgrade Esk Show Grounds	\$32,313.00
	Somerset Regional Council	Waste Infrastructure Upgrades	\$2,457,687.00
	Sunshine Coast Regional Council	Albany Lakes Park - Stage 2	\$600,000.00
	Sunshine Coast Regional Council	Buderim Village Park - Playground	\$700,000.00
	Sunshine Coast Regional Council	Caloundra Indoor Stadium - roof upgrade	\$700,000.00
	Sunshine Coast Regional Council	Coolum Sports Complex - intersection upgrade	\$700,000.00
	Sunshine Coast Regional Council	Landsborough Streetscape - Stage 2	\$500,000.00
	Sunshine Coast Regional Council	Mooloolaba Playground Shade	\$100,000.00
	Sunshine Coast Regional Council	North Shore Multi-Sports Complex	\$700,000.00
	Sunshine Coast Regional Council	Palmwoods Warriors Football Club	\$450,000.00
	Sunshine Coast Regional Council	Parkyn Parade Pedestrian Facilities	\$145,000.00

	Sunshine Coast Regional Council	Sunshine Coast Stadium - car park	\$500,000.00
	Sunshine Coast Regional Council	Turner Park Upgrades and Activation	\$200,000.00
	Sunshine Coast Regional Council	Woombye Streetscape	\$1,500,000.00
	Sunshine Coast Regional Council	Jack Morgan Park	\$215,000.00
	Toowoomba Regional Council	Clifton Wastewater Treatment Plant	\$4,000,000.00
	Toowoomba Regional Council	Newman Road Culvert Replacement	\$1,110,000.00
	Gold Coast City Council	Lower Beechmont Community Facility	\$1,547,000.00
	Gold Coast City Council	Paradise Point Parklands Public Amenities and Changes Places Facility	\$689,000.00
	Gold Coast City Council	Construction of a Changing Places Facility at Tallebudgera Creek Park	\$800,000.00
	Lockyer Valley Regional Council	Lockyer Valley Sport and Aquatic Centres Revitalisation	\$406,000.00
<b>SEQCSP 2021-24 - Application</b>	Logan City Council	Logan Riverine Discovery Centre	\$2,750,000.00
	Logan City Council	Croydon Road Streetscape Upgrades	\$1,500,000.00
	Logan City Council	Springwood Park Masterplan - Stage 1	\$500,000.00
	Logan City Council	Chambers Flat Road and School Road Intersection	\$48,000.00
	Moreton Bay City Council	Moreton Bay Housing and Homelessness Services Hub	\$3,000,000.00
	Moreton Bay City Council	Bellara Foreshore Improvement Project	\$1,500,000.00
	Redland City Council	Minjerribah Panorama Coastal Walk Stage 2	\$2,500,000.00
	Somerset Regional Council	Construct Esk-Crows Nest Strategic Regional Connector - Toowoomba boundary section	\$2,055,211.00
	Somerset Regional Council	Lowood-Minden Road - Minden Village home safer and sooner project	\$687,950.00
	Somerset Regional Council	Lowood pool - safe and fun for everyone project	\$1,996,731.00
	Sunshine Coast Regional Council	First Avenue Maroochydore - Major Streetscape Upgrade	\$2,020,108.00

	Toowoomba Regional Council	Yarraman Waste Management Facility	\$2,000,000.00
	Toowoomba Regional Council	Russell Street East Streetscape Refresh (Stage 2)	\$2,000,000.00
<b>W4Q 2021-24</b>	Aurukun Shire Council	New concrete footpaths, town street reseals, drainage ren	\$710,000.00
	Aurukun Shire Council	Ngaay Road Industrial Park Development	\$800,000.00
	Aurukun Shire Council	Remove, replace and upgrade park fixtures and furniture	\$240,000.00
	Aurukun Shire Council	Staff Housing Upgrades and renewals	\$470,000.00
	Aurukun Shire Council	Sludge Dewatering from sewerage lagoons	\$150,000.00
	Balonne Shire Council	Beardmore Dam Recreation Area Upgrades	\$70,000.00
	Balonne Shire Council	Balonne Town Common Upgrades	\$149,000.00
	Balonne Shire Council	Construction of Council Houses	\$961,000.00
	Banana Shire Council	Upgrades to Moura Memorial Pool	\$530,000.00
	Banana Shire Council	Rainbow Street Sports Complex - Amenities Building	\$200,000.00
	Banana Shire Council	Recreation Grounds New Playground	\$45,680.64
	Banana Shire Council	Taroom Lions Park Upgrade	\$146,633.37
	Banana Shire Council	Taroom Saleyards Amenities Block	\$60,000.00
	Banana Shire Council	Thangool Airport Light Upgrades	\$121,034.78
	Banana Shire Council	Theodore Centenary Footpaths	\$100,000.00
	Banana Shire Council	Theodore Junction Park	\$50,000.00
	Banana Shire Council	Melton Park Playground	\$60,000.00
	Banana Shire Council	Thangool Urban Construction	\$300,000.00
	Barcaldine Regional Council	Aramac Caravan Park and Showground Upgrade	\$50,000.00
	Barcaldine Regional Council	Cemetery Fence - Alpha Cemetery	\$20,000.00
	Barcaldine Regional Council	Cemetery Fence - Jericho Cemetery	\$12,477.27

	Barcaldine Regional Council	Entrance Gates	\$70,000.00
	Barcaldine Regional Council	Memorial Hall Air-conditioning	\$45,230.53
	Barcaldine Regional Council	Men's Shed Awning	\$20,000.00
	Barcaldine Regional Council	Recreation Ground Camping	\$32,585.11
	Barcaldine Regional Council	Splash Pad & Shade	\$100,000.00
	Barcaldine Regional Council	Swimming Pool Upgrade - Barcaldine	\$526,446.09
	Barcaldine Regional Council	Swimming Pool Upgrade - Muttaborra	\$60,000.00
	Barcaldine Regional Council	The Globe Tower	\$165,000.00
	Barcaldine Regional Council	Village Green Lighting	\$18,261.00
	Barcoo Shire Council	Building upgrades and renewals of Council houses across the Shire	\$180,000.00
	Barcoo Shire Council	Jundah Water Treatment Plant - filter media replacement	\$50,073.00
	Barcoo Shire Council	Jundah Water Treatment Plant - raw water ground tank	\$80,000.00
	Barcoo Shire Council	Jundah Water Treatment Plant - replace treated water reservoir	\$330,000.00
	Barcoo Shire Council	Stonehenge River intake Structure	\$50,000.00
	Barcoo Shire Council	Stonehenge Water Treatment Plant - replace poly tank	\$26,667.00
	Barcoo Shire Council	Stonehenge Water Treatment Plant - upgrade clarification, filtration, instrumentation and telemetry	\$200,000.00
	Barcoo Shire Council	Water Meter Replacement	\$100,000.00
	Barcoo Shire Council	Windorah River Intake - Murken Pump	\$9,927.00
	Blackall-Tambo Regional Council	Sewerage upgrades	\$200,000.00
	Blackall-Tambo Regional Council	Tambo Sewer upgrades	\$804,999.00

	Blackall-Tambo Regional Council	Tambo Town Street upgrades	\$75,000.00
	Boulia Shire Council	Council Housing Renovation (various)	\$450,000.00
	Boulia Shire Council	Min Min Encounter - Tourism Information Centre	\$150,000.00
	Boulia Shire Council	Shade structure for Anzac Garden	\$66,667.00
	Boulia Shire Council	Solar Power Unit for sewer Aerator	\$60,000.00
	Boulia Shire Council	Sewerage pump station replacement	\$300,000.00
	Bulloo Shire Council	Hungerford Hall Kitchen Upgrade	\$94,565.24
	Bulloo Shire Council	Stage 2 Noccundra Sports Ground - Upgrade Kitchen Facility	\$485,000.00
	Bulloo Shire Council	Thargomindah Sports Ground – Upgrade Canteen/Bar and Storage Facility	\$375,852.55
	Bulloo Shire Council	Thargomindah Town Common Fence Renewal	\$74,582.21
	Bundaberg Regional Council	Bundaberg Regional Aquatic Facility	\$13,030,000.00
	Burdekin Shire Council	Burdekin Water Park	\$2,480,000.00
	Burke Shire Council	Burketown Wharf Recreational Grounds	\$430,000.00
	Burke Shire Council	Gregory River Pedestrian Bridge	\$100,000.00
	Burke Shire Council	Sewerage network upgrade	\$80,000.00
	Burke Shire Council	Intelligent Water Network & Smart Water Meters Stage 1	\$50,000.00
	Burke Shire Council	Burketown WTP Chemical Dosing Upgrade	\$450,000.00
	Cairns Regional Council	Asphalt Overlay Program	\$2,130,000.00
	Cairns Regional Council	Concrete Lined Drains Program	\$720,000.00
	Cairns Regional Council	Edmonton West water pump station renewal	\$1,450,000.00
	Cairns Regional Council	Esplanade Lagoon - Timber Deck Renewal	\$260,000.00
	Cairns Regional Council	Footpath Renewal Program	\$640,000.00

	Cairns Regional Council	Reseal Program	\$1,600,000.00
	Cairns Regional Council	Sewage Pumping Station R5 new pump station (formerly wet well condition assessment and remediation)	\$1,310,000.00
	Cairns Regional Council	Suburban Enhancement Program - Streetscape Amenity Improvements	\$1,920,000.00
	Cairns Regional Council	Warren Road Water pump station renewal	\$750,000.00
	Cairns Regional Council	Water & Waste Sodium Hypochlorite Sites remediation works	\$1,330,000.00
	Carpentaria Shire Council	Commencement of Normanton beautification	\$350,000.00
	Carpentaria Shire Council	Commencement of Normanton School dam upgrade	\$300,000.00
	Carpentaria Shire Council	Council staff housing renewals	\$400,000.00
	Carpentaria Shire Council	Karunba Airport power supply upgrade	\$60,000.00
	Carpentaria Shire Council	Normanton and Karumba public pool saltwater chlorinators	\$320,000.00
	Carpentaria Shire Council	Normanton Water Treatment Plant - resevoir upgrades.	\$60,000.00
	Carpentaria Shire Council	Water Treatment Plant (Normanton) - upgrade and enhancement of PLCs and monitoring equipment	\$180,000.00
	Cassowary Coast Regional Council	Essential Community Infrastructure Upgrades	\$1,175,000.00
	Cassowary Coast Regional Council	Essential Maintenance Project	\$695,000.00
	Cassowary Coast Regional Council	Open Space Improvements and Community Infrastructure Refurbishments	\$1,050,000.00
	Cassowary Coast Regional Council	Tourism Infrastructure Upgrades	\$350,000.00
	Central Highlands Regional Council	Anakie Tennis Court and Amenities Upgrade	\$180,000.00
	Central Highlands Regional Council	Beasley Park Rolleston New Playground	\$250,000.00
	Central Highlands Regional Council	Capella Depot - New Switchboard	\$80,000.00



	Central Highlands Regional Council	Emerald BMX Track Upgrade	\$200,000.00
	Central Highlands Regional Council	Emerald Depot New Auto Gates	\$253,719.00
	Central Highlands Regional Council	Emerald Saleyard Security Front Fence and Cattle Grid Entrance	\$282,000.00
	Central Highlands Regional Council	Emerald Saleyards Replace Half deck Scale Platform	\$120,000.00
	Central Highlands Regional Council	Emerald Showgrounds Rodeo Fencing Upgrade	\$100,000.00
	Central Highlands Regional Council	Footpath Missing Link Construction	\$400,000.00
	Central Highlands Regional Council	Rolleston Pool Replace a New Shed	\$50,000.00
	Central Highlands Regional Council	Rubyvale Flats Amenities Refurbishment	\$83,580.00
	Central Highlands Regional Council	Springsure Showgrounds Electrical Upgrade	\$180,000.00
	Central Highlands Regional Council	Springsure Showgrounds Pavilion Roof replacement	\$28,233.00
	Central Highlands Regional Council	Springsure Workshop - Slab and Picnic Structure Upgrade	\$64,468.00
	Central Highlands Regional Council	Valve and Hydrants Program	\$388,000.00
	Charters Towers Regional Council	Administration Precinct Upgrades	\$1,437,200.00
	Charters Towers	Burdekin Street Staff Housing - Repairs & Maintenance	\$75,000.00

	Regional Council		
	Charters Towers Regional Council	Burdekin Weir Repairs	\$15,000.00
	Charters Towers Regional Council	Charters Towers Cemetery Repairs and Maintenance	\$54,000.00
	Charters Towers Regional Council	Dalrymple Saleyards Precinct Repairs and Upgrades	\$157,000.00
	Charters Towers Regional Council	Excelsior Library - External Light Replacement	\$3,500.00
	Charters Towers Regional Council	Gill Street Streetscape Revitalisation Project	\$23,000.00
	Charters Towers Regional Council	Hodgkinson Street Staff Housing - Repairs & Maintenance	\$35,000.00
	Charters Towers Regional Council	Jackson Street Carpark Repairs	\$9,000.00
	Charters Towers Regional Council	Lissner Park Repairs	\$16,000.00
	Charters Towers Regional Council	Macrossan & Fletcher Recreational Facility Upgrades	\$15,000.00
	Charters Towers Regional Council	Manhole Refurbishment Program	\$50,000.00
	Charters Towers Regional Council	Miners Memorial Project	\$100,000.00
	Charters Towers Regional Council	Parks & Recreational Facilities Upgrade	\$195,300.00
	Charters Towers Regional Council	Ravenswood SES Building Repairs	\$9,000.00

	Charters Towers Regional Council	Swimming Pool Repairs & Maintenance	\$55,000.00
	Charters Towers Regional Council	Towers Hill Hydration Station	\$10,000.00
	Charters Towers Regional Council	Wherry House Restoration Project	\$73,000.00
	Charters Towers Regional Council	World Theatre Fire Hydrant Project	\$20,500.00
	Charters Towers Regional Council	Defiance Mill Park ex building site remediation	\$27,500.00
	Cherbourg Aboriginal Shire Council	Cherbourg solid waste facility re-design and rehabilitation	\$458,694.00
	Cherbourg Aboriginal Shire Council	Water Infrastructure Project Contribution to SPF Project	\$310,000.00
	Cherbourg Aboriginal Shire Council	Upgrades to Council owned assets and facilities	\$501,306.00
	Cloncurry Shire Council	Cloncurry Waste Management Improvement Project	\$30,315.00
	Cloncurry Shire Council	Sheaffe St Footpath	\$200,000.00
	Cloncurry Shire Council	CCTV Upgrade Project	\$439,685.00
	Cloncurry Shire Council	Water and Sewer Network (Scada)	\$150,000.00
	Cloncurry Shire Council	Path to Chinaman Creek Dam (Stage 2)	\$400,000.00
	Cook Shire Council	Stage 1 Cook Shire Water and Wastewater Electrical Upgrade	\$2,200,000.00
	Croydon Shire Council	Croydon Irrigation Water Project	\$1,020,000.00
	Diamantina Shire Council	Refurbishment of Housing - Bedourie	\$955,852.73
	Diamantina Shire Council	Road Safety Footpath	\$70,813.27
	Doomadgee Aboriginal Shire Council	Community Shared Cycleway	\$1,490,000.00
	Douglas Shire Council	Maintenance and Repairs to Gravel Roads	\$439,242.08
	Douglas Shire Council	Road Reseal	\$580,757.92

	Douglas Shire Council	Smart Water Meter Program	\$800,000.00
	Etheridge Shire Council	Drainage in Einasleigh	\$140,000.00
	Etheridge Shire Council	Forsayth Cemetery Fence	\$40,000.00
	Etheridge Shire Council	Georgetown - Streetscaping in main street	\$400,000.00
	Etheridge Shire Council	Georgetown Sports Centre	\$270,000.00
	Etheridge Shire Council	Rural Addressing	\$100,000.00
	Etheridge Shire Council	Water reticulation telemetry	\$100,000.00
	Flinders Shire Council	Flinders Discovery Centre - Stage 3	\$420,000.00
	Flinders Shire Council	Workers Accommodation Building – Provision of 28 Units at Caravan Park	\$650,000.00
	Fraser Coast Regional Council	Anzac Park increased car parking	\$975,000.00
	Fraser Coast Regional Council	Bridge and Floodway Replacement, Repairs and Construction	\$2,202,672.03
	Fraser Coast Regional Council	Footpath/Pathway Replacement, Repairs and Construction	\$1,687,327.97
	Fraser Coast Regional Council	Fraser Island Road Improvements	\$750,000.00
	Fraser Coast Regional Council	Hervey Bay Library	\$1,500,000.00
	Fraser Coast Regional Council	Jetties and Piers replacement, repair and construction	\$1,200,000.00
	Fraser Coast Regional Council	Maryborough Moonaboola Industrial Estate Stage 1	\$4,575,000.00
	Fraser Coast Regional Council	Pump Track - Hervey Bay	\$900,000.00
	Fraser Coast Regional Council	Pump Track - Maryborough	\$400,000.00
	Fraser Coast Regional Council	Rail Trail	\$500,000.00
	Fraser Coast Regional Council	Shade over playground at Augustus Estate	\$20,000.00
	Fraser Coast Regional Council	Sydney Street Safety Upgrades	\$1,700,000.00

	Fraser Coast Regional Council	Various revegetation projects	\$50,000.00
	Gladstone Regional Council	Gladstone - Sewer Mains Renewal	\$2,670,000.00
	Gladstone Regional Council	Gladstone Aquatic Centre Rejuvenation – Stage 3	\$2,439,600.00
	Gladstone Regional Council	Sewer Manhole renewals	\$810,400.00
	Gladstone Regional Council	Tondoon Botanic Gardens Bonsai House Upgrade	\$1,870,000.00
	Goondiwindi Regional Council	Community Facilities Security Upgrades	\$50,000.00
	Goondiwindi Regional Council	Construction of new footpaths and kerbing	\$750,000.00
	Goondiwindi Regional Council	Goondiwindi Landfill Upgrades	\$90,000.00
	Goondiwindi Regional Council	Goondiwindi Pool Shade	\$40,000.00
	Goondiwindi Regional Council	Goondiwindi Visitor Information Centre upgrade	\$25,000.00
	Goondiwindi Regional Council	Park Upgrades	\$10,000.00
	Goondiwindi Regional Council	Upgrade toilet block at Goondiwindi boat ramp	\$15,000.00
	Goondiwindi Regional Council	Water Main Upgrade	\$200,000.00
	Goondiwindi Regional Council	Goondiwindi Toddler Pool Filtration Upgrade	\$40,000.00
	Goondiwindi Regional Council	Stratford Street Kurb replacement	\$150,000.00
	Gympie Regional Council	Construction of Sewer Pump Station No. G2 in Gympie	\$750,000.00
	Gympie Regional Council	Design and Construction of Sewer Pump Stations No. G1 and G3 in Gympie	\$3,000,000.00
	Gympie Regional Council	Regional Pools	\$645,000.00

	Gympie Regional Council	Gympie Saleyards	\$150,000.00
	Gympie Regional Council	Gympie Showgrounds Improvements	\$460,000.00
	Gympie Regional Council	Lake Alford Water Quality Improvements Stage 1	\$115,000.00
	Gympie Regional Council	One Mile Playground Replacement	\$160,000.00
	Gympie Regional Council	Pie Creek Hall Playground	\$50,000.00
	Gympie Regional Council	Road project - Stumm Road / Justin Street	\$500,000.00
	Gympie Regional Council	Road Widening - Hoopers Road	\$350,000.00
	Gympie Regional Council	Road Widening - McIntosh Creek Road, Jones Hill	\$1,000,000.00
	Hinchinbrook Shire Council	Herbert Street Stormwater Renewal	\$600,000.00
	Hinchinbrook Shire Council	Kehl/Lehane/Row/Druery Street Kerb and Channel Renewal	\$355,000.00
	Hinchinbrook Shire Council	Relining of Sewer Mains	\$560,000.00
	Hinchinbrook Shire Council	Roati Street Kerb and Channel Renewal	\$225,000.00
	Hinchinbrook Shire Council	Upgrade of Water and Telemetry System	\$80,000.00
	Hinchinbrook Shire Council	Replacement Sewer Camera	\$80,000.00
	Hinchinbrook Shire Council	Ingham Showgrounds Cricket Establishment Project	\$250,000.00
	Hope Vale Aboriginal Shire Council	Council Asset Management Program	\$500,000.00
	Hope Vale Aboriginal Shire Council	Football Oval Upgrade	\$150,000.00
	Hope Vale Aboriginal Shire Council	McIvor Road Seal Extension	\$650,000.00
	Isaac Regional Council	Camila Beach Water Tank Renewal	\$34,800.00
	Isaac Regional Council	Combined Community Facilities Functionality and Accessibility Project	\$355,200.00
	Isaac Regional Council	Greg Cruickshank Aquatic Centre Water Park	\$1,200,000.00

	Kowanyama Aboriginal Shire Council	Staff house/s stage 2	\$340,000.00
	Kowanyama Aboriginal Shire Council	Splash Park and shade/seating plus structures	\$970,000.00
	Kowanyama Aboriginal Shire Council	Workshop Compound Stage 3	\$390,000.00
	Livingstone Shire Council	Bell Park Footpath	\$16,254.00
	Livingstone Shire Council	Jabiru Drive	\$980,000.00
	Livingstone Shire Council	Kelly's Dam Tunnel and Seepage Repairs	\$390,000.00
	Livingstone Shire Council	Matthew Flinders Dve	\$1,690,000.00
	Livingstone Shire Council	Mt Chalton Reservoir	\$225,000.00
	Livingstone Shire Council	Rotary Park Irrigation	\$48,746.00
	Livingstone Shire Council	Rural Floodways	\$150,000.00
	Lockhart River Aboriginal Shire Council	Cultural Precinct Phase 3	\$600,000.00
	Lockhart River Aboriginal Shire Council	Fencing of Workshop, Concrete Batching Plant, Rubbish Dump	\$110,000.00
	Lockhart River Aboriginal Shire Council	Shed for heavy plant and equipment	\$500,000.00
	Longreach Regional Council	Isisford Water Mains Replacement Stage 2	\$1,120,000.00
	Mackay Regional Council	Gravel Resheeting	\$5,700,000.00
	Mackay Regional Council	Seaforth Esplanade Redevelopment	\$2,290,000.00
	Mackay Regional Council	Woodlands District Park Stage 1	\$2,000,000.00
	Mapoon Aboriginal Shire Council	New Council chambers/Disaster centre	\$500,000.00
	Mapoon Aboriginal Shire Council	Phase one main building for New Ranger base	\$590,000.00
	Maranoa Regional Council	Ash Wall at Mitchell Cemetery	\$30,000.00

	Maranoa Regional Council	Peter Keegan Oil & Gas Museum	\$400,000.00
	Maranoa Regional Council	Regional Footpath improvements	\$100,000.00
	Maranoa Regional Council	Roma Skate Park and Youth Precinct (Pump Track) Stage 1	\$540,000.00
	Maranoa Regional Council	Warroo Sporting Complex Canteen Upgrade	\$350,000.00
	Mareeba Shire Council	Barang Street Water Main Upgrade	\$1,199,163.67
	Mareeba Shire Council	McGrath Road Water Pipe Renewal Program	\$2,040,836.33
	McKinlay Shire Council	AC Main Upgrades	\$130,000.00
	McKinlay Shire Council	Footpath Upgrades Burke Street	\$50,000.00
	McKinlay Shire Council	Footpath Upgrades Julia Street	\$250,000.00
	McKinlay Shire Council	Kerb Replacement Julia Creek	\$90,000.00
	McKinlay Shire Council	McIntyre Park Stables	\$200,000.00
	McKinlay Shire Council	Council Housing Landscaping & Fencing	\$110,000.00
	McKinlay Shire Council	Staff Housing Development	\$200,000.00
	Mornington Shire Council	Mornington Island Water Filtration Upgrade	\$1,410,000.00
	Mount Isa City Council	Centennial Place	\$2,223,218.29
	Mount Isa City Council	Lookout Upgrade	\$177,564.50
	Mount Isa City Council	Median Upgrades - Stage 2	\$39,217.21
	Mount Isa City Council	Parks & open spaces Upgrades - Stage 2	\$350,000.00
	Mount Isa City Council	Transmission Street Dog Park Upgrade	\$100,000.00
	Murweh Shire Council	Upgrade and refurbish Shire Libraries	\$150,000.00
	Murweh Shire Council	Upgrade Council's Morven Camp Accommodation Facilities	\$150,000.00
	Murweh Shire Council	Graham Andrews Park Amenities	\$250,000.00
	Murweh Shire Council	Park Upgrades & Beautification throughout Murweh Shire	\$150,000.00
	Murweh Shire Council	Historic House Amenities	\$150,000.00



	Murweh Shire Council	Upgrade Council's Public Records Storage	\$100,000.00
	Murweh Shire Council	Water Infrastructure Upgrades - UV Disinfection Unit	\$380,000.00
	Napranum Aboriginal Shire Council	New Takeaway	\$500,000.00
	Napranum Aboriginal Shire Council	Upgrade existing and construct new NECC toilet block	\$100,000.00
	Napranum Aboriginal Shire Council	Upgrade Staff Housing	\$230,400.00
	Napranum Aboriginal Shire Council	Upgrade Council Buildings	\$459,600.00
	North Burnett Regional Council	Bridge Refurbishment Program, Ford Creek Bridge	\$177,000.00
	North Burnett Regional Council	Bridge Refurbishment Program, Mountain Creek Bridge	\$177,000.00
	North Burnett Regional Council	Bridge Refurbishment Program, Nogo River Bridge	\$283,334.00
	North Burnett Regional Council	Bridge Refurbishment Program, Staatz Bridge	\$277,000.00
	North Burnett Regional Council	Eidsvold Landfill Security / Office	\$25,000.00
	North Burnett Regional Council	Flood Warning Infrastructure Upgrade (rain gauge)	\$10,666.00
	North Burnett Regional Council	Gayndah Landfill Security	\$76,237.27
	North Burnett Regional Council	Monto Landfill Security	\$55,120.00
	North Burnett Regional Council	Mundubbera Landfill Regional Expansion	\$500,000.00
	North Burnett Regional Council	Reservoir Roof Replacement Program	\$178,642.73
	North Burnett Regional Council	Sewerage Pump Stations - Switchboard Replacement Program	\$30,000.00
	North Burnett Regional Council	Water Supply Telemetry Upgrade Program	\$50,000.00

	Northern Peninsula Area Regional Council	Beautification of Council sites/buildings (various administration building in the NPA communities)	\$269,166.20
	Northern Peninsula Area Regional Council	Playground equipment and cleanup at William Crescent Park, Bamaga	\$100,000.00
	Northern Peninsula Area Regional Council	Renovation and upgrade to the vacant New Mapoon laundromat and shop	\$30,833.80
	Northern Peninsula Area Regional Council	Refurbishment of the Jardine Ferry	\$650,000.00
	Northern Peninsula Area Regional Council	Seisia beach walkway upgrade	\$90,000.00
	Northern Peninsula Area Regional Council	Toilets at Muttee Heads camp ground	\$300,000.00
	Northern Peninsula Area Regional Council	Upgrade to Injinoo Community Hall kitchen - McDonnell Street Injinoo	\$100,000.00
	Northern Peninsula Area Regional Council	Upgrade to unused Umagico historical building in the business precinct	\$200,000.00
	Palm Island Aboriginal Shire Council	Airport Upgrade	\$500,000.00
	Palm Island Aboriginal Shire Council	Parks upgrades	\$500,000.00
	Palm Island Aboriginal Shire Council	Stormwater	\$500,000.00
	Palm Island Aboriginal Shire Council	Manbarra Road Upgrade	\$520,000.00
	Palm Island Aboriginal Shire Council	Upgrades to Council Assets	\$500,000.00
	Palm Island Aboriginal Shire Council	Improved security at works depots	\$150,000.00
	Palm Island Aboriginal Shire Council	Pathways Palm Island	\$260,000.00

	Paroo Shire Council	Cunnamulla Artesian Hot springs Civil Site Works	\$335,000.00
	Paroo Shire Council	Cunnamulla Artesian Hot springs Water Disposal	\$325,000.00
	Paroo Shire Council	Cunnamulla Artesian Hot springs Electrical Upgrade Works	\$200,000.00
	Paroo Shire Council	Cunnamulla Artesian Hot springs Riverwalk	\$300,000.00
	Pormpuraaw Aboriginal Shire Council	Staff Housing	\$1,600,000.00
	Quilpie Shire Council	Construct Residential Dwellings in Quilpie and Eromanga.	\$1,080,000.00
	Richmond Shire Council	Caravan Park Upgrade	\$300,000.00
	Richmond Shire Council	Town Streets & Stormwater	\$730,000.00
	Rockhampton Regional Council	Botanic Gardens Playground Renewal	\$1,600,000.00
	Rockhampton Regional Council	Fitzroy River Boardwalk Refurbishment	\$860,000.00
	Rockhampton Regional Council	North Rockhampton Sewage Treatment Plant Upgrade	\$6,460,000.00
	Rockhampton Regional Council	Animal Enclosure Zoo	\$540,000.00
	South Burnett Regional Council	CBD Renewal - Infrastructure Upgrades	\$1,000,000.00
	South Burnett Regional Council	Community Building Upgrades and Maintenance	\$845,000.00
	South Burnett Regional Council	Open Space Refurbishments	\$2,285,000.00
	South Burnett Regional Council	Water Infrastructure Upgrades	\$1,500,000.00
	Southern Downs Regional Council	Recycled water connections to community sports clubs	\$70,000.00
	Southern Downs Regional Council	Sewer Pump Station upgrades	\$1,240,000.00
	Southern Downs Regional Council	Sewer Relining	\$1,300,000.00

	Southern Downs Regional Council	WIRAC Upgrades	\$440,000.00
	Tablelands Regional Council	Ravenshoe Region Water Quality Improvement Plan Stage 2A (Pipelines only)	\$2,430,000.00
	Tablelands Regional Council	TRC Signage Strategy	\$450,000.00
	Torres Shire Council	TI Roads and Drainage Management - SeeHop General Store and Post Office, Mitre10 Hardware Store, Douglas Street IBIS Supermarket and Rose Hill IBIS General Store	\$100,100.00
	Torres Shire Council	Torres Shire Council Staff Housing	\$1,349,900.00
	Torres Strait Island Regional Council	Badu Sports Oval Gazebos	\$220,000.00
	Torres Strait Island Regional Council	Boigu Fuel Infrastructure	\$400,000.00
	Torres Strait Island Regional Council	Boigu Motel Security Fencing	\$85,000.00
	Torres Strait Island Regional Council	Dauan Water Shed	\$170,000.00
	Torres Strait Island Regional Council	Erub Fuel Infrastructure	\$400,000.00
	Torres Strait Island Regional Council	Mabuiag Fuel Infrastructure	\$400,000.00
	Torres Strait Island Regional Council	St Pauls Community Hall Air conditioning Upgrade	\$65,000.00
	Torres Strait Island Regional Council	St Pauls Creek Weir	\$50,000.00
	Torres Strait Island Regional Council	Ugar Water Shed	\$170,000.00

	Torres Strait Island Regional Council	Warraber Resort Upgrade	\$1,090,000.00
	Townsville City Council	103 Walker Street Customer Service Centre Upgrade	\$3,600,000.00
	Townsville City Council	Bus Stops, Car Parks & Pathway Renewals	\$1,350,000.00
	Townsville City Council	City Board Walk	\$2,450,000.00
	Townsville City Council	Corcoran Park Netball Courts Renewal	\$750,000.00
	Townsville City Council	Horseshoe Bay Sports Courts Refurbishment	\$300,000.00
	Townsville City Council	Irrigation Reticulation Network Renewal	\$2,175,000.00
	Townsville City Council	Murray Skate Park Expansion	\$2,000,000.00
	Townsville City Council	Northern Beaches Leisure Centre - 50m Pool Replacement	\$5,000,000.00
	Townsville City Council	Parks & Playgrounds Renewals	\$1,515,000.00
	Townsville City Council	Boundary Street Water Main Replacement	\$400,000.00
	Western Downs Regional Council	One Twenty Cunningham Street Activation	\$2,049,224.00
	Western Downs Regional Council	Regional Footpath Program	\$730,776.00
	Whitsunday Regional Council	Airlie Lagoon Lighting Improvements	\$174,797.05
	Whitsunday Regional Council	Bowen WTP Intake, Switchboard and Structure	\$300,500.00
	Whitsunday Regional Council	Brandy Creek – New Amenities	\$140,332.00
	Whitsunday Regional Council	Case Park Walking Track Bowen	\$495,388.44
	Whitsunday Regional Council	Collinsville Aquatic Facility – pool retiling renewal	\$158,237.03
	Whitsunday Regional Council	Collinsville Community Centre – Exterior painting program	\$50,863.28
	Whitsunday Regional Council	Dingo Beach Bollards	\$73,641.55

	Whitsunday Regional Council	Front Beach Skate Bowl Timber Replacement Bowen	\$146,814.20
	Whitsunday Regional Council	Gloucester sports park access and car park reconstruction and seal	\$404,692.42
	Whitsunday Regional Council	Greening & Growing Bowen 3 – recycled water network extension	\$428,000.00
	Whitsunday Regional Council	Lions Lookout & Carpark Upgrade – Shute Harbour	\$475,000.00
	Whitsunday Regional Council	Mullers Lagoon Bridge x 2 upgrade - Bowen	\$291,023.03
	Whitsunday Regional Council	Sewer Relining – regional possible PFAS Infiltration	\$500,000.00
	Whitsunday Regional Council	Denison Park Grandstand	\$200,711.00
	Winton Shire Council	Winton Youth and Recovery Centre	\$1,040,000.00
	Woorabinda Aboriginal Shire Council	Water Treatment upgrades	\$660,000.00
	Woorabinda Aboriginal Shire Council	Staff Housing Renovation	\$250,000.00
	Woorabinda Aboriginal Shire Council	Cemetery open shelter	\$200,000.00
	Wujal Wujal Aboriginal Shire Council	Security cameras on council assets	\$34,500.00
	Wujal Wujal Aboriginal Shire Council	Solar instalment on council facilities	\$58,000.00
	Wujal Wujal Aboriginal Shire Council	Refurbishment of council facilities	\$902,500.00
	Wujal Wujal Aboriginal Shire Council	Install electricity meters on leased council facilities	\$60,000.00
	Wujal Wujal Aboriginal Shire Council	Service Station Refurbishment	\$35,000.00
	Yarrabah Aboriginal Shire Council	Housing driveways Phase 2	\$198,300.00
	Yarrabah Aboriginal Shire Council	Security Fencing Project	\$64,200.00

	Yarrabah Aboriginal Shire Council	Upgrade & Refurbishment of Council Buildings	\$2,221,310.00
	Yarrabah Aboriginal Shire Council	Yarrabah Beautification	\$796,190.00

### **Works for Queensland**

During the 2022-23 FY; the total funding allocated for Works for Queensland (for all funding rounds in delivery) was \$88,210,000 with \$39,405,000 carried over and \$48,805,000 expended.

During the 2023-24 FY; the total funding allocated for Works for Queensland (for all funding rounds in delivery) was \$42,824,000 with \$11,643,000 carried over and \$31,181,000 expended.

During the 2024-25 FY; the total funding allocated for Works for Queensland (for all funding rounds in delivery) is \$124,490,000 with \$3,271,000 brought forward to 2023-24.

### **South East Queensland Community Stimulus Program (SEQCSP)**

During the 2022-23 FY; the total funding allocated for SEQCSP (for all funding rounds in delivery) was \$24,838,000 with \$8,491,000 carried over and \$16,347,000 expended.

During the 2023-24 FY; the total funding allocated for SEQCSP (for all funding rounds in delivery) was \$34,419,000 with \$19,475,000 carried over and \$14,944,000 expended.

During the 2024-25 FY; the total funding allocated for SEQCSP (for all funding rounds in delivery) is \$72,000,000 with \$3,453,000 brought forward to 2023-24.

### **Local Government Grants and Subsidies Program (LGGSP)**

During the 2022-23 FY; the total funding allocated for Local Government Grants and Subsidies Program (for all funding rounds in delivery) was \$36,089,000 with \$6,747,000 carried over and \$29,342,000 expended.

During the 2023-24 FY; the total funding allocated for Local Government Grants and Subsidies Program (for all funding rounds in delivery) was \$58,530,000 with \$47,502,000 carried over and \$11,028,000 expended.

During the 2024-25 FY; the total funding allocated for Local Government Grants and Subsidies Program (for all funding rounds in delivery) is \$76,297,000 with \$11,152,000 brought forward to 2023-24.

Funding allocated for each year is as per published Budget Paper 3 (for each year to 2024-25). Funding expended for each year is as per the department's finance system as at 30 June 2024.

The amount of funding expended each financial year is dependent on council progress in delivering approved projects. In accordance with the grant program guidelines for the above programs, project payments are made by the department based on councils achieving project delivery milestones that they set. The department works closely with councils to monitor the delivery of projects.

Project delivery is the responsibility of councils and can be impacted by a number of factors, including natural disasters, project cost escalations and the availability of contractors and suppliers. The use of program funding deferrals and bring-forwards is one of the ways the Department supports councils manage project delivery challenges.



## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 15**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to the 2023 Community Support and Services Committee Estimates Hearing of 2023 and the planned and unplanned maintenance budget for the social housing portfolio, will the Minister provide the following broken down by Housing Service Centre for each financial year from 2017/18 - 2024/25, and each 'subset' of the planned and unplanned maintenance budget:

- a. Total funds allocated
- b. Actual funds expended

#### **ANSWER:**

The Department's maintenance program ensures that social housing properties are safe, secure and in good repair.

Expenditure under the program is prioritised to ensure that funds are focused on the areas of the portfolio in greatest need. The department continues to identify opportunities to maximise value in the delivery of unplanned works, including packaging works where possible to achieve savings, and forward proactive planning to reduce unplanned maintenance costs.

I am advised that it is not possible to reconcile final actual expenditure against original budget estimates by Housing Service Centre, and to attempt to do so would be an inefficient use of resources.

I am further advised that property maintenance costs have been adversely impacted by increased material and labour costs in recent years. It is estimated that costs have increased by more than 35 per cent since 2021. This cost escalation has impacted maintenance expenditure in 2022-23 and 2023-24.

The allocated maintenance budget and actual expenditure from 2017-18 to 2023-24 is as follows:

- In 2017-18, the allocated budget for maintenance was \$293 million, and actual expenditure was \$275.6 million.
- In 2018-19, the allocated budget for maintenance was \$307.4 million, and actual expenditure was \$295.7 million.

- In 2019-20, the allocated budget for maintenance was \$304.1 million, and actual expenditure was \$295.5 million.
- In 2020-21, the allocated budget for maintenance was \$305.3 million, and actual expenditure was \$282.7 million.
- In 2021-22, the allocated budget for maintenance was \$300.9 million, and actual expenditure was \$304.5 million.
- In 2022-23, the allocated budget for maintenance was \$292.2 million, and actual expenditure was \$341.7 million.
- In 2023-24, the allocated budget for maintenance was \$325.4 million, and actual expenditure was \$386.79 million.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 16**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With reference to the Queensland Government's Social Housing portfolio— Will the Minister advise the following as at 1 July 2024 (reported separately by Housing Service Centre):

- a. how many dwellings are uninhabited
- b. how many dwellings have been uninhabited for 30 days or more?

#### **ANSWER:**

The Department of Housing, Local Government, Planning and Public Works (the department) uses the term 'vacant tenantable' to refer to untenanted dwellings that are available for allocation. This usage is consistent with the use of the term by the Real Estate Institute of Queensland.

At 30 June 2024, there were 191 (0.34%) vacant tenantable department-managed dwellings. Of these, 27 (0.05%) dwellings had been vacant tenantable for 30 days or more. The department works with customers to ensure that homes are tenanted as soon as possible.

The reasons why some properties remain vacant tenantable for longer periods can be due to factors such as complex needs of tenants, multiple unaccepted offers, difficult-to-let location, or property features.

The Bayside Housing Service Centre had six vacant tenantable department-managed dwellings. No dwellings had been vacant tenantable for 30 days or more.

The Bundaberg Housing Service Centre had one vacant tenantable department-managed dwelling. No dwellings had been vacant tenantable for 30 days or more.

The Buranda Housing Service Centre had 19 vacant tenantable department-managed dwellings. One dwelling had been vacant tenantable for 30 days or more.

The Cairns Housing Service Centre had 11 vacant tenantable department-managed dwellings. Two dwellings had been vacant tenantable for 30 days or more.

The Chermside Housing Service Centre had seven vacant tenantable department-managed dwellings. No dwellings had been vacant tenantable for 30 days or more.

The Emerald Housing Service Centre had 12 vacant tenantable department-managed dwellings. Six dwellings had been vacant tenantable for 30 days or more.

The Fortitude Valley Housing Service Centre had 14 vacant tenantable department-managed dwellings. One dwelling had been vacant tenantable for 30 days or more.

The Gladstone Housing Service Centre had no vacant tenantable department-managed dwellings.

The Gold Coast Housing Service Centre had three vacant tenantable department-managed dwellings. No dwellings had been vacant tenantable for 30 days or more.

The Inala Housing Service Centre had three vacant tenantable department-managed dwellings. No dwellings had been vacant tenantable for 30 days or more.

The Ipswich Housing Service Centre had six vacant tenantable department-managed dwellings. No dwellings had been vacant tenantable for 30 days or more.

The Logan Housing Service Centre had 16 vacant tenantable department-managed dwellings. No dwellings had been vacant tenantable for 30 days or more.

The Mackay Housing Service Centre had 10 vacant tenantable department-managed dwellings. Two dwellings had been vacant tenantable for 30 days or more.

The Maroochydore Housing Service Centre had 31 vacant tenantable department-managed dwellings. Two dwellings had been vacant tenantable for 30 days or more.

The Maryborough Housing Service Centre had two vacant tenantable department-managed dwellings. No dwellings had been vacant tenantable for 30 days or more.

The Moreton Bay Housing Service Centre had nine vacant tenantable department-managed dwellings. One dwelling had been vacant tenantable for 30 days or more.

The Mount Isa Housing Service Centre had 16 vacant tenantable department-managed dwellings. Eight dwellings had been vacant tenantable for 30 days or more.

The Rockhampton Housing Service Centre had three vacant tenantable department-managed dwellings. No dwellings had been vacant tenantable for 30 days or more.

The Thursday Island Housing Service Centre had no vacant tenantable department-managed dwellings.

The Toowoomba And South West Housing Service Centre had 13 vacant tenantable department-managed dwellings. Four dwellings had been vacant tenantable for 30 days or more.

The Townsville Housing Service Centre had nine vacant tenantable department-managed dwellings. No dwellings had been vacant tenantable for 30 days or more.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 17**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With respect to vacant land (land without a dwelling) managed by the Department, will the Minister provide the following as at 1 July 2024, broken down by Housing Service Centre:

- a. How many vacant blocks are currently managed by the Department; and
- b. Of those blocks currently vacant, the longest period of time a block has been left vacant?

#### **ANSWER:**

As at 30 June 2024, the number of vacant parcels of land by Housing Service Centre area areas follows:

- |                        |                    |
|------------------------|--------------------|
| • Bayside, 15          | • Ipswich, 154     |
| • Bundaberg, 13        | • Logan, 74        |
| • Buranda, 71          | • Mackay, 34       |
| • Cairns, 84           | • Maroochydore, 21 |
| • Chermside, 23        | • Maryborough, 44  |
| • Emerald, 31          | • Moreton Bay, 22  |
| • Fortitude Valley, 21 | • Mount Isa, 36    |
| • Gladstone, 30        | • Rockhampton, 56  |
| • Gold Coast, 20       | • Toowoomba, 38    |
| • Inala, 41            | • Townsville, 58   |

Almost 55 per cent of these parcels are programmed for construction, which includes construction work currently underway, or have been identified for future construction.

Over 25 per cent of these parcels are heavily constrained, meaning they have significant flood risk or have other impediments to use, such as tenure type.

The number of vacant parcels of land fluctuates, for example due to new purchases of new land or following transfer of land between agencies or levels of government. Previously habitable land can also become vacant, for example where fire destroys an existing home.

It is not possible to accurately determine which Department-owned land parcel has been left vacant for the longest period of time.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 18**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

With respect to social housing tenancies managed by the Department of Housing, will the Minister provide as at 1 July 2024:

- a. The number of tenants currently incarcerated paying minimum rent; and
- b. The total number of tenants currently incarcerated?

#### **ANSWER:**

The Queensland Government has a long history of supporting the most vulnerable Queenslanders to access safe and stable housing.

The Department of Housing, Local Government, Planning and Public Works (the department) is one of the largest landlords in the State managing over 56,000 tenancies across the State.

If a tenant is absent from their home due to being incarcerated, the department will regularly engage with the tenant and Queensland Corrective Services to identify the tenant's needs, including housing stability, when they exit a correctional facility. This is to support the tenant's successful reintegration into the community and help reduce the chances of them re-offending.

The department considers a public housing home as vacant due to incarceration only where the tenant who is incarcerated is the sole occupant of the home. The department's minimum rent policy can be applied in these instances.

As at 30 June 2024, there were 33 public housing tenancies where the sole tenant is was incarcerated (0.06%) of the portfolio. Of these tenancies, 11 tenants (0.02%) were paying minimum rent.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

**No. 19**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

#### **QUESTION:**

Will the Minister detail what support has been provided to Indigenous Housing Groups and corporations to ensure their governance and ongoing sustainability?

#### **ANSWER:**

As of 30 June 2024, there are 17 registered ICHOs across Queensland managing approximately 598 properties, 518 of which are community housing assets as defined by the *Housing Act 2003*.

The Miles Government has taken significant steps to support and strengthen the Indigenous community housing sector, including providing \$5.5 million over five years (2021 to 2025) to Aboriginal and Torres Strait Islander Housing Queensland (ATSIHQ), to support the growth and long-term sustainability of Aboriginal and Torres Strait Islander community housing providers in Queensland to:

- improve corporate governance and strategic planning among Aboriginal and Torres Strait Islander community housing providers
- assist Aboriginal and Torres Strait Islander community housing providers and collaborations between Aboriginal and Torres Strait Islander community housing providers to apply for funding to provide more local housing
- address barriers and challenges to National Regulatory System for Community Housing (NRSCH) registration for Aboriginal and Torres Strait Islander community housing providers
- complete workforce planning including training provision
- complete organisational planning and development.

The *Our Place: A First Nations Housing and Homelessness Action Plan 2024-2027* (Our Place Action Plan) commits to continue growing the size, viability, and sustainability of the Aboriginal and Torres Strait Islander community-controlled sector, including:

- establishing a Queensland Indigenous Community Housing Maintenance and Upgrades Grant program, to be delivered in partnership with ATSIHQ
- mapping the First Nations housing sector's portfolio and services to identify opportunities for growth and optimisation of assets
- expanding ATSIHQ's capacity to deliver partnership and sector-strengthening outcomes
- reducing barriers and red tape for Indigenous community housing organisations aspiring to sustainable participation in the NRSCH.

The department will continue to work in close partnership with ATSIHQ through co-chairing the Queensland First Nations Housing and Homelessness Partnership

(QFNHH Partnership). This partnership provides the necessary structure to empower Aboriginal and Torres Strait Islander peoples to share decision-making authority with the Queensland Government.

The QFNHH Partnership will guide the implementation of the Our Place Action Plan, with a focus on Aboriginal and Torres Strait Islander cultural perspectives.

Through these collaborative efforts the Queensland Government is investing in a stronger, more resilient, and culturally responsive First Nations community housing sector.



**Housing, Big Build and Manufacturing Committee**

**Estimates Pre-Hearing Question on Notice**

**No. 20**

**Asked on Tuesday, 9 July 2024**

**THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE  
ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND  
PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—**

**QUESTION:**

What incentives has the minister implemented to encourage utilisation of existing, vacant housing stock west of the great dividing range?

**ANSWER:**

As at 30 June 2024, there were 18 vacant tenatable social housing properties west of the Great Dividing Range in Queensland.

Of these, 15 properties have been categorised as "hard-to-let" properties where there is no demand for social housing accommodation in that location.

The department uses a range of strategies to encourage utilisation of existing vacant housing stock, including collaborating with local and adjoining communities to identify people who may be suitable for the property location and property features.

This may include offering relocation support to tenants or expanding the eligibility criteria on a temporary basis to respond to specific housing needs in regional areas. The department also undertakes renovations, upgrades, or redevelopment to modernise existing stock and encourage utilisation.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

#### **Crossbench Member Question**

**Asked on Tuesday, 9 July 2024**

**DR A MACMAHON** ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—

#### **QUESTION:**

How many social housing dwellings have been delivered in Priority Development Area schemes since 2012? Please break this down according to location and the following categories:

- a. Community housing.
- b. Public housing.
- c. State owned and managed Indigenous housing.
- d. Indigenous community housing?

#### **ANSWER:**

Since 2012, there have been 270 social housing dwellings have been delivered in Priority Development Area schemes.

These comprise:

- 158 community housing dwellings:
  - Woolloongabba, 5
  - Southport, 4
  - Mackay Waterfront, 1
  - The Mill at Moreton Bay, 2
  - Bowen Hills, 8
  - Fitzgibbon, 9
  - Blackwater, 1
  - Clinton, 13
  - Tannum Sands, 30
  - Ripley Valley, 21
  - Yarrabilba, 4
  - Andergrove, 22
  - Bowen St Roma, 12
  - Caloundra South, 6
  - Oonoonba, 20
- 112 public housing dwellings:
  - Boggo Road Cross River Rail (Brisbane), 3
  - Weinam Creek, 1
  - Fitzgibbon, 30
  - Clinton, 8
  - Ripley Valley, 19
  - Greater Flagstone, 3
  - Yarrabilba, 16
  - Andergrove, 2
  - Caloundra South, 19
  - Oonoonba, 11

No State owned and managed Indigenous housing or funded Indigenous community housing has been delivered in Priority Development Area schemes since 2012.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

#### **Crossbench Member Question**

**Asked on Tuesday, 9 July 2024**

**MR BERKMAN** ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—

#### **QUESTION:**

What was the value of work completed (in house), and value of work procured (from external contractors), by QBuild for each relevant government department for the previous 5 financial years?

#### **ANSWER:**

In 2019-2020, the total value of completed work was \$957,337,000, with the value of insourced work completed by QBuild totalling \$80,731,000.

In 2020-2021, the total value of completed work was \$961,564,000, with the value of insourced work completed by QBuild totalling \$93,951,000.

In 2021-2022, the total value of completed work was \$927,715,000 with the value of insourced work completed by QBuild totalling \$107,435,000.

In 2022-2023, the total value of completed work was \$1,109,040,000, with the value of insourced work completed by QBuild totalling \$122,540,000.

In 2023-2024, the total value of completed work was \$1,255,204,000, with the value of insourced work completed by QBuild totalling \$151,426,000.

As the Queensland Government's builder, QBuild plays an integral role in communities across the state by building and maintaining government-owned assets such as schools, social housing, police stations and correctional and health facilities. That's why the Miles Labor Government is committed to Rebuilding QBuild so that its capacity is enhanced into the future.

Over the past five financial years, QBuild has provided an essential service to over 1,300 clients. It would not be appropriate for QBuild to comment on the value of its work for clients. Questions regarding specific portfolios should be referred to the relevant Minister.

## **Housing, Big Build and Manufacturing Committee**

### **Estimates Pre-Hearing Question on Notice**

#### **Crossbench Member Question**

**Asked on Tuesday, 9 July 2024**

**MS S BOLTON** ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—

#### **QUESTION:**

With some Queensland Building and Construction Commission (QBCC) performance figures falling below target as reported in the SDS, page 31, what is being undertaken to reform and significantly improve the service delivery by the QBCC, given challenge to ensure builders rectify building faults in an acceptable timeframe?

#### **ANSWER:**

With regard to the service measures “Percentage of insurance claims for defective work assessed and response provided within 35 business days” and “Average approval time for defects claims less than \$20,000”, the QBCC is actively taking steps to improve its claims management timeframes through the initiation of a Claims Management Improvement Project, overseen by senior QBCC staff.

From 1 July 2024, a dedicated team was established to centralise the management of defective work and subsidence claims. Additionally, the Project involves development and implementation of a data strategy to provide better oversight of performance and inform decision-making, as well as a communication and engagement plan to enable early prevention measures to reduce the number of complaints submitted that do not meet the eligibility criteria, ensure a clear understanding of requirements at the claim lodgement stage, and drive prospective QBCC panel builder interest.

For rectification and delivery processes for approved claims, work has been undertaken through a tender process to onboard additional service provider/s, and it is anticipated that they will commence work under new contract provisions from August 2024. The QBCC has sought contract inclusions that take a proactive oversight of rectification delivery, including ‘health checks’ during works, and a more rigorous reporting regime throughout the whole process. The Project will continue to review the new contract provisions and significant case management enhancements over the next six months to identify further improvements to service timeframes.

The QBCC has also implemented a Building Inspection Wait Time Reduction Program to ultimately improve its service with respect to the resolution of alleged defective work. This Program has involved the centralisation of the QBCC’s technical resources in the Building and Technical Inspectorate, increases to the QBCC’s building inspection resources, process changes to enhance efficiency, development of improved communication materials and a temporary uplift in the capacity to conduct building inspections. This work has led to a 55% reduction in the average wait time for an inspection of alleged defective building work during the 2023-24 financial year.

Other work undertaken by the QBCC to improve its service delivery includes:

- Structural changes to deliver better outcomes for customers, support people, and help to improve efficiency and effectiveness as a regulator in alignment with Recommendation 4 of the QBCC Governance Review;
- Developed and implemented the Customer Improvement Plan (Plan), which was comprised of customer-focused initiatives being undertaken throughout the organisation across the many touchpoints to improve customer experience; this included customer research to inform future service improvements and creation of a homeowner pack that is available on the QBCC's website;
- a Mediation and Conciliation pilot to help resolve building disputes earlier (October 2023);
- a proactive compliance campaign to crack down on unlicensed contracting and other offences (October 2023);
- Commencement of the Regulatory Academy and Engagement Unit to empower staff to perform their roles and responsibilities with the support of appropriate training;
- Progressed elements of the QBCC's Digital Strategy as it relates to customer services and case management;
- Implemented priority recommendations from a diagnostic review of licensee liquidations, to enable earlier detection of licensees experiencing financial difficulty.

With respect to the “percentage of owner builder permits approved within 15 working days”, some variance against the target for this measure can be attributed to the receipt of incomplete applications which requires QBCC to seek further information and then allow a reasonable timeframe to provide what was originally missing. The QBCC's application forms have been reviewed and are being significantly augmented with built-in guidance to assist applicants in making complete applications, and operational improvements have been made to the QBCC's Licensing Branch to promote and improve the customer experience and quality assurance.

In relation to the measure “Percentage of adjudication applications referred to an adjudicator within 4 business days”, the QBCC has established additional process materials and taken steps to ensure this target is achieved. Notably, it is considered that in each case where applications were not referred within 4 business days (5 of 325 cases), the matter was resolved with no consequence.

**Questions on notice and responses –  
Minister for Regional Development and Manufacturing and  
Minister for Water**

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# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 1

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

## **QUESTION:**

With reference to page 1 of the SDS, will the Minister update the Committee on staffing of the Queensland Manufacturing Hubs and outline for the Committee the services provided by Manufacturing Hub staff to Queensland manufacturing businesses?

## **ANSWER:**

The Miles Government is committed to supporting the growth of the manufacturing sector through Manufacturing Hubs Program. This vital program has seen the establishment of regional Manufacturing Hubs in Cairns, Townsville, Mackay, Rockhampton, Gladstone and the Gold Coast. These Hubs and the Manufacturing Hub staff are now permanently funded so that local manufacturers will continue to receive the support and services they need to grow and create more jobs.

Manufacturing Hub staff support manufacturers to become more competitive and productive through technology adoption, the provision of skills and training, strategic business development and adoption of advanced manufacturing. In addition, departmental staff located in Wide Bay, Toowoomba, Moreton Bay, and the Sunshine Coast are actively supporting the growing manufacturing businesses in those regions.

Between 1 July 2023 and 30 June 2024, the Queensland Manufacturing Hubs Program staff have led over 45,000 engagements with manufacturers, stakeholders, and industry groups from across the State. The Manufacturing Hubs have also hosted 332 seminars, workshops and events attended by over 23,000 participants.

The services provided by the Queensland Manufacturing Hubs include:

- working directly with manufacturers to improve their business practices including leadership development, lean manufacturing, decarbonisation, workforce development and sustainability;
- supporting and promoting diversity in the workplace, mentoring and supporting women in manufacturing and women in leadership;
- engagement with schools on career pathway opportunities, displays and engagement at careers expos, and participation at industry conferences and peak bodies' events;

- Skilling and training in industry 4.0 computer aided design and computer aided manufacturing, introduction to welding and pursuing welding certifications to meet industry needs;
- partnering with Apprentices and Traineeships Queensland to provide on the job work experience and training for cohorts of at-risk youth. This program has resulted in full time employment of the majority of participants; and
- supporting the delivery of the \$121.5 million Made in Queensland grant program, \$33.5 million Manufacturing Hubs Grant Program, \$10 million Re-Made in Queensland grants, and \$7.1 million Manufacturing Energy Efficiency Grants.

The Miles Government will continue to support growth in the manufacturing sector, including through the ongoing delivery of the Manufacturing Hubs which are providing vital support to manufacturers.



# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 2

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

## **QUESTION:**

With reference to page 1 of the SDS, will the Minister update the Committee on how local businesses are benefiting from the Queensland Train Manufacturing Program?

## **ANSWER:**

The Queensland Train Manufacturing Program (QTMP) will be a game changer to further strengthen and futureproof Queensland's rail manufacturing capability and supply chains.

The state-of-the-art train manufacturing facility at Torbanlea on the Fraser Coast is designed to enable maximum local content for the production of the QTMP trains, and future fleets.

All 65 QTMP trains will be built at the Torbanlea facility with train manufacturing in every sense of the word taking place here in our backyard.

Local Queensland businesses will supply goods and services to the QTMP that will support bogies and wheel sets, car body structure and roll forming, glazing, braking and air supply systems, passenger seats and more.

Since the QTMP contract was awarded to Downer one year ago, more than \$1 billion worth of contracts have been let for construction of the facilities and rollingstock.

Many of these contracts have been awarded to local businesses, such as:

- Fraser Coast Indigenous-owned business Allweld Manufacturing who has been awarded a contract to design and build the official train mock-ups
- family-owned Queensland-based business Boodle's Concrete who will supply 20,000m<sup>3</sup> of concrete for construction of the Torbanlea train manufacturing facility in the Fraser Coast region
- local Gold Coast business Black Diamond Group who will deliver a 100 per cent off-grid solar-power initiative for the Ormeau rail facility in the Gold Coast region, during its construction
- Queensland business Beenleigh Steel Fabrications who were awarded the contract to supply steel to build the Torbanlea train manufacturing facility.

# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 3

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

**QUESTION:**

With reference to page 1 of the SDS, will the Minister inform the Committee how the Miles Government is listening to, and delivering for, more everyday Queenslanders, particularly in our regions?

**ANSWER:**

The Miles Government is listening to, and delivering for, regional Queensland by investing in the services and infrastructure our growing communities need.

My role as Regional Development Minister is to be outside of South-East Queensland, listening to regional communities and making sure their voices are heard. Thanks to our Government's ongoing engagement with regional Queensland communities, we are delivering important, region shaping infrastructure now, and planning for future infrastructure.

Regional Queensland is central to significant Queensland Government investments like the Queensland Energy and Jobs Plan and the Big Build. The Queensland Energy and Jobs Plan is a \$62 billion investment with 95% of that spend in regional Queensland, and 65% of our record \$89 billion Big Build infrastructure pipeline is being delivered in regional Queensland.

We are making sure our regional manufacturers have the support they need to harness these emerging opportunities, thanks to our ongoing investment in regional Manufacturing Hubs, and continued investment in the Manufacturing Hubs Grant Program and Made in Queensland Grant Program.

The Building our Regions program has supported 370 projects for regional Queensland councils, including 99 important water and sewerage projects through the most recent round. This important infrastructure is strengthening the economic prosperity and liveability of our regional communities.

Regional Queensland is at the forefront of our Government's significant commitment to water infrastructure, including:

- The Cairns Water Security Project
- Rookwood Weir

- Burdekin Falls Dam
- Fitzroy to Gladstone Pipeline
- Mt Morgan Pipeline
- Paradise Dam, and
- The Toowoomba to Warwick Pipeline,

just to name a few.

The \$9.5 billion Queensland Train Manufacturing Program is creating opportunities now for individuals and businesses in regional Queensland – both directly in the manufacture of the new trains and facilities, and future work in ongoing maintenance and other supply chain opportunities. This significant investment in local manufacturing capability will deliver a pipeline of prosperity for the Fraser Coast and Queensland more broadly.

The Miles Government will always deliver for regional Queensland.

## **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 4

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

### **QUESTION:**

With reference to page 2 of the SDS, will the Minister advise how the Miles Government supports Queensland communities with the provision of safe drinking water and sewerage services, particularly in regional communities?

### **ANSWER:**

The Miles Labor Government will continue to support Queensland councils to ensure communities right across the State have access to safe drinking water and sewerage services.

The Department of Regional Development, Manufacturing and Water (DRDMW) continues to support councils with their water infrastructure needs. This includes supporting councils with funding for infrastructure, providing support and advice and partnering with councils on water security assessments.

The Queensland Government continues to deliver a suite of funding streams that help fund council water infrastructure projects. This includes Building Our Regions and the Local Government Grants and Subsidies programs. Under Round 6 of the Building our Regions program, \$69.2 million in funding was awarded to 50 regional councils to improve water supply and sewerage systems. Building our Regions Round 6 projects have leveraged nearly \$70 million for a total project investment of over \$138 million and an estimated 406 jobs.

To ensure that public health is continually protected, DRDMW employs a regulatory strategy which involves informing, guiding, monitoring and enforcing the legislative framework.

DRDMW hosts a range of educational activities, including hosting workshops and forums in regional locations, newsletters and targeted support visits to assist councils, particularly those in the most remote parts of the State.

In addition to these education efforts, DRDMW provides regional and remote water service providers with support through important programs such as the Queensland Water Regional Alliance Program and the Queensland Indigenous Council's Water and Wastewater Operations Network.

The department has also launched the Queensland Water Explorer, which is an online portal where customers can find information on how their water service provider is performing compared to other similar councils.

While Queensland councils have primary responsibility for servicing their communities' drinking water needs, the Queensland Government works with councils and communities whenever there is a clear need for assistance. DRDMW works in partnership with the relevant councils to identify funding opportunities, including from the Queensland Government initiatives like Works for Queensland or the Local Government Grants and Subsidies Program, or from the Australian Government's National Water Grid Fund.

For example, in 2023-24, Queensland secured \$30 million in National Water Grid funding to deliver long-term water security to the Mount Morgan community who had been impacted by water restrictions due to ongoing drought. Queensland contributed \$40.4 million towards this project.

In the 2024-25 Queensland Budget, the Queensland Government increased funding for the Cairns Water Security Project Stage 1 to \$195 million. The Australian Government has reaffirmed its commitment of \$107.5 million under the National Water Grid Fund towards the \$447.4 million project for the Cairns' long term water security.

Funding of \$5 million each from the Queensland and Australian Governments was also secured, which will help deliver the new river intake on the Mossman River for Douglas Shire Council to ensure a more resilient water supply system, following the impacts of flooding from Cyclone Jasper.

Looking forward, the department is close to finalising the \$2.6 million Urban Water Risk Assessment which is collating information provided by the 67 local governments outside South East Queensland, to identify the most at-risk drinking water supplies and sewerage services to inform future priorities and actions and ensure safe and secure water and sewerage services going forward.

# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 5

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

**QUESTION:**

With reference to Budget Paper 16, will the Minister update the Committee on Seqwater's Dam Improvement Program?

**ANSWER:**

Although Queensland's dams continue to operate safely and were built to very high and internationally accepted safety standards, our understanding of extreme weather events, climate change, engineering and safety risks has improved. As a result, a dam improvement program has been underway since 2007 to ensure these important assets continue to operate safely well into the future. Seqwater is on track to its deliver dam improvement program by 2035. Dam upgrades are being undertaken progressively and are prioritised to ensure the highest priority projects are delivered first.

The program is on track and Seqwater has already completed 13 dam upgrades including: Cooloolabin Stage 2 (Yandina), Ewen Maddock (Sunshine Coast), Wappa (Sunshine Coast), Leslie Harrison (Tingalpa), and Sideling Creek (Lake Kurwongbah). Seqwater is currently progressing dam safety upgrades at Lake Macdonald Dam, Somerset Dam, North Pine Dam and Wivenhoe Dam. All dams are on track for the 2035 deadline.

The 2024-25 State Budget provides over \$110 million to continue Seqwater's Dam Improvement Program, including \$71.4 million to commence construction at Lake Macdonald Dam and a further \$38.8 million for planning and investigatory works for Wivenhoe, Somerset, and North Pine dams. A further \$514.9 million has been allocated for Somerset dam upgrades and \$69.6 million for North Pine Dam strengthening works.

# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 6

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

**QUESTION:**

With reference to page 2 of the SDS, will the Minister outline the framework for the review of Water Plans, with particular reference to conversions to volumetric entitlements?

**ANSWER:**

Queensland's water planning framework provides for the sustainable management of water resources through the allocation and management of water, seeking a balance between the economic, social, cultural, and environmental outcomes in water plan areas.

A water plan is based on the best available science which includes hydrologic, ecologic, socioeconomic, and cultural assessments as well as extensive consultation. Water plans are periodically reviewed and replaced using an adaptive management approach to improve resource management over time.

To ensure consistency across the state, and in alignment with the National Water Initiative, as water plans are reviewed, licences which do not state a volume of water that can be taken are being amended so that they clearly specify volumetric limits. This has been occurring throughout the state over several years. Being able to accurately account for water in the system ensures its sustainable and transparent management.

When conversions to volumetric entitlements occurs, irrigators are provided an opportunity to provide evidence if they believe the volume they will receive is less than their historic authorised use. All submissions are assessed by the Department of Regional Development, Manufacturing and Water and may be reviewed by an independent referral panel before being finalised.

For irrigators, the benefits of volumetric licences include certainty of the maximum volume that may be taken, fair and equitable access to available water from surface water or groundwater, incentivising water use efficiency, and can lead to the ability to trade water.



# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 7

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

## **QUESTION:**

With reference to page 2 of the SDS, will the Minister inform the Committee on Queensland's progress with respect to implementing the Murray Darling Basin Plan, and in particular, how the Department is ensuring the best outcomes for Queensland communities in the Northern Basin?

## **ANSWER:**

The Queensland Government continues to advocate for Queensland Murray-Darling Basin communities, to ensure Queensland gets a fair deal and to deliver the best outcomes for communities as part of the implementation of the Murray-Darling Basin Plan.

Funding continues to flow for water management initiatives in the Queensland Murray-Darling Basin which deliver positive outcomes for communities. The Queensland Government has secured \$8.6 million from the Australian Government to subsidise the cost of rolling out telemetry devices in the Basin. This is a significant program which demonstrates that both the Australian and Queensland Governments are serious about improving water management, as well as offsetting costs for water users.

The Queensland Government also delivered the \$7.5 million Fencing the Northern Riverbanks Program. This program was successful in delivering over 500 kilometres of fencing to protect Murray-Darling Basin waterways in Queensland. This funding benefits landholders by keeping stock out of waterways, helps habitats to regenerate and helps protect native fish.

The \$6.8 million Fish-Friendly Water Extraction Project has been extended to May 2026, enabling more Basin irrigators additional time to deliver funded projects. Under this program, irrigators can have modern, fish-friendly screens installed on irrigation infrastructure in the Border Rivers, Lower Balonne and Condamine catchments. This program benefits landholders by reducing pump downtime and maintenance costs and improving on-farm productivity.

Queensland was the first state to have all its water resource plans in the Murray-Darling Basin completed and accredited against the sustainability requirements of the Basin Plan. These water resource plans provide certainty and security for all water users in the Basin. They also protect critical flows for downstream stock and domestic water users.

Queensland is delivering on its commitments to improve water measurement, monitoring and compliance, as well as access to water information, under the statewide Rural Water Futures



Program. The Queensland Murray-Darling Basin is a priority area for rolling out this important program.

Licencing of existing overland flow work continues to be rolled out across the Queensland Murray-Darling Basin under Queensland's program to improve the measurement of overland flow water take. This will be followed by the installation of water level stations in on-farm storages and other progressive improvements to measurement requirements to enable the volume of overland flow water to be measured and reported. These initiatives benefit landholders by improving critical water information.

Queensland has already done much of the heavy lifting when it comes to implementing the Murray-Darling Basin Plan and the Queensland Government will continue to advocate for the interests of Basin communities when it comes to the delivery of further assistance and projects from the Australian Government.

# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 8

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

**QUESTION:**

With reference to page 2 of the SDS, will the Minister update the Committee on Seqwater's planning activities for projects to expand the SEQ Water Grid?

**ANSWER:**

South East Queensland has a resilient water supply thanks to the significant investment made into the South East Queensland Water Grid in response to the Millennium Drought.

The Water Grid supplies water to over 3.6 million people across South East Queensland, as well as supplying industrial customers. Seqwater also supplies water to 15 communities that are not directly connected to the Water Grid.

Seqwater published its updated Water Security Program in October 2023 which sets out a 30-year plan for South East Queensland's water security. The updated program identifies the necessary augmentations to the Water Grid to ensure it can continue to deliver safe and secure water particularly given expected population growth and climate change challenges.

The Water Security Program proposes an expansion of the Gold Coast Desalination Plant, and the construction of new infrastructure to connect Wyaralong Dam to the Water Grid in the early 2030s. These projects will both improve the Water Grid's resilience particularly during drought and increase overall supply. There is more than \$30.5 million allocated in the 2024–25 State Budget for Seqwater to undertake the planning work necessary to bring this new infrastructure online when it is needed.

The Water Security Program also identifies the need to build a new desalination plant as the next major expansion of the Water Grid in the mid-2030s. Seqwater is currently developing a detailed business case for the project.

The Water Security Program is Seqwater's long term plan to deliver water security. The funding provided through the 2024–25 State Budget ensures important planning works continue to support the region's long term water needs. The South East Queensland community can be confident that the Water Grid will continue to provide a safe, secure, and reliable water supply to support the region's growing population.

## **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 9

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

### **QUESTION:**

With reference to page 2 of the SDS, will the Minister advise the Committee on how the Miles Government is supporting improved water security for agricultural producers, particularly in the Lockyer Valley and Somerset?

### **ANSWER:**

The Miles Labor Government continues to support agricultural communities across Queensland and continues to invest in new water security projects. \$6.6 billion has been invested in water infrastructure projects and initiatives across Queensland, creating 3,900 jobs.

Through the South East Queensland City Deal Implementation Plan, announced in July 2023, \$13.3 million has been committed towards increasing agriculture water supply security in South East Queensland. Project 24 from the Deal – Water Initiatives in the Lockyer Valley – involves working with local councils and the Lockyer Valley and Somerset Water Collaborative to explore options to increase water supply in one of Queensland's key food bowl regions.

Under the SEQ City Deal, \$10 million has been provided to the Lockyer Valley Regional Council, which along with \$0.8 million from Lockyer Valley and Somerset Regional Councils, to progress pre-construction works, including early infrastructure design and geotechnical surveys. It also includes an updated assessment of water demands, revised costings, and options for activating water from the Western Corridor Recycled Water Scheme for agriculture.

The work being delivered under the SEQ City Deal also involves the Queensland Government funded \$2.5 million SEQ Agriculture Regional Water Assessment which is complementing the broader statewide Regional Water Assessment program. The SEQ Agricultural Regional Water Assessment is one of seven across Queensland. When complete, regional water assessments set out how existing infrastructure, new infrastructure or non-infrastructure solutions can maximise water supply and security in the region to help drive economic growth.

The SEQ Agriculture Regional Water Assessment includes identifying priority options to improve water security specifically for the agriculture sector at the regional-scale in close consultation with a range of stakeholders.

These bodies of work are contributing to the water planning being undertaken for the Gold Coast, Logan Basin, and Moreton water plan areas and will help to ensure water is sustainably managed

to support economic outcomes, including for agriculture, alongside social, cultural and environmental water needs.

# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 10

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

## **QUESTION:**

With reference to page 2 of the SDS, will the Minister outline the importance of incorporating a strong evidence and science base when it comes planning and delivering water projects?

## **ANSWER:**

The Queensland Government continues to deliver water infrastructure to support water security and economic growth, with \$6.6 billion invested, creating 3,900 jobs.

It is important that water infrastructure projects stack up economically and environmentally. Getting this balance right ensures that projects deliver for communities for the long-term, while also ensuring we manage our precious water resources for future generations. The Department of Regional Development, Manufacturing and Water delivers a suite of planning activities to achieve these aims, in accordance with relevant Queensland Government funding and planning frameworks.

### **Water Planning Framework**

Water plans are developed to sustainably manage Queensland's water resources by balancing the needs of water users and the environment. These plans determine the amount of water that is available and regulate the allocation and management of it in a plan area, including water for infrastructure projects.

When water plans are developed, the best available science is used, and various technical assessments are undertaken such as environmental, hydrologic, social, economic, and cultural assessments.

The hydrologic assessments undertaken for water planning are also used by the Department of Regional Development, Manufacturing and Water and the Department of Environment, Science and Innovation to assess new water infrastructure projects and to get a better understanding of risks to urban water supplies, including potential impacts of climate change.

The evidence and science collected by the Department's hydrographers and aquatic ecologists is crucial to the water planning process as well as assessment of new water projects and ensures that water continues to be sustainably managed in Queensland.

## **Regional Water Assessments**

The Queensland Government is also delivering multiple regional water assessments (RWAs) with the aim of identifying water supply and security solutions to drive future economic growth. These build on previous studies to make the best use of existing knowledge, enabling future investments to be made based on all the facts, thorough analysis, and the informed by the best available science.

Critically, the RWAs carefully look at water project proposals across an entire region, reviewing future water demand and the highest-priority projects to meet that future demand.

RWAs are underway in the Gulf, Burdekin and Central Queensland regions. Following extensive analysis and stakeholder consultation, the RWAs for the Southern and Darling Downs, Bundaberg Burnett and the Tablelands are in the process of being finalised by the Department of Regional Development, Manufacturing and Water.

## **Business Case Development Framework**

The Queensland Government uses business cases to inform infrastructure investment decisions. To make good decisions, the government needs quality proposals and transparent and robust assessment processes to ensure projects stack up for taxpayers and deliver good outcomes for communities.

The Department of Regional Development, Manufacturing and Water supports proponents, whether they are private interests, local governments, state water entities, or other stakeholders, to develop business cases, prior to investment decisions being made.

# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 11

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

## **QUESTION:**

With reference to the capital budget for 2024-25, will the Minister provide a list of approved projects, including:

- a. the budget and scope of each project for 2023-24 and 2024-25, reported separately, and
- b. the scheduled date of completion for each project (reported in table format)?

## **ANSWER:**

In response to (a) and (b), refer to the below table for approved capital purchase and capital grant projects for the Department of Regional Development, Manufacturing and Water, as reflected in the Service Delivery Statement.

In addition, the following commitments for capital projects have also been announced by the Queensland Government:

- \$195 million over 3 years, held centrally, subject to conditions to complete Stage 1 of the Cairns Water Security Project
- \$5 million over 3 years, held centrally, for Douglas Shire Council to complete the Mossman River Intake Project

The State-owned water entities have planned capital expenditure totalling \$1,034 million in 2024-25 as listed in Budget Paper 3. These budget allocations will continue progression of major infrastructure works including the Fitzroy to Gladstone Pipeline, Lake MacDonald Dam Improvement Project and the Toowoomba to Warwick Pipeline.

In addition, early works are continuing at Paradise Dam, with \$109.6 million budgeted expenditure in 2024-25. The 2024-25 Budget confirms the Queensland Government's existing \$600 million commitment for this project. Early works are also continuing at Burdekin Falls Dam, with \$73.9 million budgeted expenditure in 2024-25. The 2024-25 Budget also confirms the Queensland Government's existing \$540 million commitment for this project.



Project	Estimated Actual 2023-24 ('000s)	Budget 2024-25 ('000s)	Scope	Scheduled Completion Date
<b>Capital Purchases</b>				
Rookwood Weir	106	-	To construct Rookwood Weir and drive new economic employment opportunities for the agricultural industry and community of Central Queensland. In partnership with the Australian Government as part of the National Water Grid Fund (NWGF).	Construction Complete
Water information systems	2,682	-	Improvements to and creation of new water information assets to improve data capabilities and costumer experience.	Ongoing
Other	4,675	3,500	Includes improvements made to the state-wide water monitoring network and general plant and equipment requirements.	Ongoing
<b>Capital Grants</b>				
Ayr Water Treatment Plant (Stage 1)	10,033	20,067	To Burdekin Shire Council for construction of a Water Treatment Plant Stage 1 and borefield upgrades in Ayr.	Mid 2026
Big Rocks Weir – planning	2,000	-	To Charters Towers Regional Council for pre-construction activities for a new conventional concrete weir and saddle dam at Big Rocks. In partnership with the Australian Government as part of the NWGF.	Ongoing subject to ongoing discussion with Council
Building our Regions (Round 6)	13,576	16,111	Grant program for local government water and sewerage infrastructure projects in regional Queensland.	BoR projects have been fully awarded, with payments continuing until milestones are completed



Fish-friendly water extraction project: Condamine-Balonne and Border Rivers	2,447	704	To place screens on pumps and construct diversion infrastructure to ensure fish are not removed from northern Basin rivers irrigators. In partnership with the Australian Government through the Northern Basin Toolkit Measures.	Mid 2026
Fitzroy to Gladstone Pipeline (FGP)	365,000	-	Funding to support Gladstone Area Water Board in the construction of FGP and make it operational.	Mid 2026
Great Artesian Basin Industry Partnership Program	2,038	2,000	To support rehabilitation of uncapped artesian bores within the Great Artesian Basin. In partnership with industry.	Funded until late 2026
Great Artesian Basin Water Security Program	-	3,829	To support the rehabilitation of uncapped artesian bores within the Great Artesian Basin. In partnership with the Australian Government.	Funded until mid 2028
Lower Burdekin Rising Groundwater Mitigation Project	1,500	-	To Sunwater to investigate and deliver off-farm actions to help mitigate rising groundwater in the region. In partnership with the Australian Government as part of the NWGF.	Mid 2027
Improving Great Artesian Basin Drought Resilience	3,872	-	To support the rehabilitation of uncapped artesian bores within the Great Artesian Basin. In partnership with the Australian Government.	Funded until mid 2024
Lansdown Eco-Industrial Estate Precinct	-	15,250	To Townsville City Council for construction of a 13km raw water pipeline and pumping station connecting the Lansdown Eco-Industrial Precinct to	Mid 2026

			the Haughton Pipeline, and a water reservoir.	
Made in Queensland	26,524	34,719	To assist small and medium sized manufacturers to increase international competitiveness, productivity and innovation via the adoption of new technologies, and to generate high-skilled jobs for the future.	Mid 2027
Manufacturing Hubs Grant Program	10,841	11,256	To assist eligible businesses in the Cairns, Central Queensland, Gold Coast, Mackay and Townsville SA4 regions. These grants are an opportunity for manufacturers to become more productive, build advanced manufacturing capabilities and create the jobs of the future.	Mid 2027
Mount Morgan Pipeline	41,500	26,350	To Rockhampton Regional Council to construct a drinking water pipeline from Gracemere to Mount Morgan and necessary water infrastructure upgrades in Gracemere. In partnership with the Australian Government as part of the NWGF.	Late 2025
Murray-Darling Basin Regional Economic Diversification Program	3,416		To South West Indigenous Corporation to support economic diversification activities in the Murray Darling Basin for the First Nations Harmony Centre in St George. In partnership with the Australian government.	Mid 2024
ReMade in Queensland	-	6,000	ReMade grant program will support Queensland's small-to-medium sized manufacturing and recycling businesses to	Late 2026

			use recovered, recycled and reprocessed materials in their products.	
Rookwood Weir (Supporting Infrastructure) <sup>1</sup>	21,628	-	Enhancements required to existing community infrastructure (eg roads and bridges) to service and support the Rookwood Weir project being undertaken by Sunwater. In partnership with the Australian Government as part of the NWGF.	Mid 2024
Southern Downs Drought Resilience Package	1,910	1,910	To Southern Downs Regional Council for upgrades to critical infrastructure to address immediate water security in the Southern Downs region.	Early 2026
Southern Downs smart reticulation and network monitoring	1,700	2,975	To Southern Downs Regional Council to install water monitoring devices across the reticulation network to identify where water is being lost or extracted.	Mid 2026
Toowoomba water treatment to four communities	5,250	6,000	To Toowoomba Regional Council to upgrade water treatment for Toowoomba with the construction of water treatment and supply works for the communities of Cambooya, Greenmount, Nobby and Clifton.	Early 2027
Warren's Gully System Capacity upgrade project	1,190	-	To Lower Burdekin Water to upgrade the pump station and increase the peak flow capacity of the Warren's Gully aquifer recharge and water distribution system. In partnership with the Australian Government as part of the NWGF.	Construction complete

Warwick recycled water for agriculture project (stage 3)	336	-	To Southern Downs Regional Council to improve water quality and capacity in the Warwick region by upgrading existing recycled water treatment and chemical systems. In partnership with the Australian Government as part of the NWGF.	Construction Complete
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## Housing, Big Build and Manufacturing Committee

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 12

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

### QUESTION:

With reference to page 6 of the SDS Staffing, could the Minister provide a breakdown of staffing numbers for each financial year from 2020 to present, by:

- a. department separately – (i) water, (ii) regional development and (iii) manufacturing
- b. work base
- c. number of graduate roles
- d. specific number of staff in the “Office of Rural and Regional Queensland” that was transferred from the Department of Premier and Cabinet to Department of Regional Development and Manufacturing?

### ANSWER:

The Department of Regional Development, Manufacturing and Water was created on 12 November 2020. Records prior to this date are not comparative to the current department.

The full-time equivalent (FTE) workforce profile across the service delivery areas over the last four financial years is:

Financial Year ending	Drive regional economic growth	Water Resource Management	Total FTE
30 June 2021	40.0	535.0	575.0
30 June 2022	100.0	489.0	589.0
30 June 2023	115.0	561.0	676.0
30 June 2024	160.0	611.0	771.0

Staff across the department actively work to support all objectives of the department regardless of the allocation to a specific work function or work location.

DRDMW staff are located in 28 locations across Queensland with, with 44% physically located outside the Brisbane central business district. When including the Brisbane based FTE staff who work in the department’s South Region, this percentage grows to over 56%.

As at 30 June 2024, there were ten staff engaged as graduates who rotate across a number of functional areas within the department as part of their development.

As a result of the machinery-of-Government change in late 2023, 27 FTEs were transferred from the Department of Premier and Cabinet to the Department of Regional Development, Manufacturing and Water.

# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 13

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

## **QUESTION:**

With reference to page 4 of the SDS, Percentage of the State's drinking water service providers compliant with drinking water regulatory requirements, can the Minister outline:

- a. which providers are NOT compliant with requirements?
- b. what areas in Queensland have been affected?

## **ANSWER:**

This SDS measure assesses compliance of the registered drinking water service providers regarding:

- does not have an approved Drinking Water Quality Management Plan
- late audits and/or late audit reports
- late annual reports.

In 2023–24 the following water service provides did not meet the above requirements:

- Barcoo Shire Council – late annual report
- Winton Shire Council – late annual report
- Doomadgee Aboriginal Shire Council - late annual report
- Palm Island Aboriginal Shire Council - late annual report
- Lockhart River Aboriginal Shire Council - late annual report
- Hope Vale Aboriginal Shire Council - late annual report
- Wujal Wujal Aboriginal Shire Council - late annual report
- Murweh Shire Council - late annual report

The Queensland Government worked with these providers on their reporting requirements and all these non-compliances have now been addressed.

# Housing, Big Build and Manufacturing Committee

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 14

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

## QUESTION:

With reference to page 4 of the SDS, Department's Service Areas: Water resource management services, will the Minister outline by

- a. date and
- b. region,
- c. any instances where contaminated drinking water has been identified in Queensland in the 2023-24 financial year?

## ANSWER:

Drinking water service providers are regulated under the *Water Supply (Safety and Reliability) Act 2008* and under the *Public Health Act 2005*.

The providers are required to report any instances where a health guideline value as set in the Australian Drinking Water Quality Guideline has been exceeded, or events where potential contamination may have occurred. The provider is also required to take corrective action.

Exceedances can occur for a variety of reasons including environmental factors such as heavy rain, cyclones, flood events, equipment failure and other causes. For example, during a heavy rainfall event, a surface water source may have an increased sediment load and turbidity, and therefore disinfection is less effective. A boiled water alert may be issued in this instance - it does not necessarily mean the drinking water is contaminated.

The regulatory regime is designed so that any events that may pose a public health risk are identified and prevented or addressed immediately to minimise the risk of potentially unsafe drinking water being consumed. In these instances, the water service provider (which is most commonly local councils, or council owned water providers) works with the Department of Regional Development, Manufacturing and Water, and Queensland Health to determine the appropriate course of action.

Where there is a potential risk to public health, the service provider needs to consider the best option which could result in them issuing a drinking water advisory (boil water alert, do not consume or do not use alerts) to protect the community's health. The drinking water advisory remains in place until the service provider has addressed the issue and water testing demonstrates that water is safe to drink.



In 2023-24, there were eight instances where boiled water advisory notices were issued by a drinking water service provider.

After the detection, an investigation needs to be conducted by the service provider to identify the cause of the issue and how it can be prevented in the future; a report is then submitted to the department. A summary of instances reported to the department during the 2023-24 financial year that resulted in issuing a drinking water advisory is tabled below.

Date issued	Region	Advisory type
8/11/2023	South	Boil Water Alert
21/02/2024	North	Boil Water Alert
8/12/2023	North	Boil Water Alert
27/02/2024	South	Boil Water Alert
24/03/2024	North	Boil Water Alert
22/02/2024	North	Boil Water Alert
6/03/2024	North	Boil Water Alert
27/02/2024	North	Boil Water Alert



# 11Housing, Big Build and Manufacturing Committee

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 15

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

## QUESTION:

Will the Minister outline the costs for each Manufacturing Hub including:

- a. staffing costs,
- b. building lease costs and
- c. other operational costs, listed separately?

## ANSWER:

The Miles Government supports the growth of the manufacturing sector through our six Manufacturing Hubs.

The six Manufacturing Hubs located in Cairns, Townsville, Mackay, Rockhampton, Gladstone, and the Gold Coast support manufacturers to become more competitive and productive through technology adoption, the provision of skills and training, strategic business development and advanced manufacturing. The vital services provided by the Hubs are supporting local manufacturers to grow, harness emerging opportunities and create more local jobs in the manufacturing sector.

The 2023–24 Manufacturing Hub operational costs were:

Manufacturing Hub	Staffing Costs for 2023-24 FY	Building Lease Costs for 2023-24 FY	Other Operational Costs for 2023-24 FY <sub>1</sub>
Cairns	\$428,000	\$0	\$195,000
Townsville	\$342,000	\$15,000	\$127,000
Mackay	\$417,000	\$44,000	\$374,000
Rockhampton	\$576,000	\$39,000	\$184,000
Gladstone	\$292,000	\$9,000	\$77,000

<b>Manufacturing Hub</b>	<b>Staffing Costs for 2023-24 FY</b>	<b>Building Lease Costs for 2023-24 FY</b>	<b>Other Operational Costs for 2023-24 FY<sub>1</sub></b>
<b>Gold Coast</b>	\$933,000	\$31,000	\$645,000

1. Comprising Industry Engagement and Development Programs, motor vehicles, staff travel and supplies and services.

## **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 16

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

**QUESTION:**

Will the Minister outline what volume of water storage capacity is required in SEQ to cater for population growth ahead of the 2032 Olympics?

**ANSWER:**

As the Director-General noted at the 2023 Estimates, the Brisbane Olympics are expected to see a modest increase in water demand of less than five per cent and the water grid is currently more than equipped to meet this demand.

Seqwater has a 30-year plan, the *South East Queensland Water Security Program*, that outlines how it will meet the water demands of the region's growing population, including during droughts. Seqwater's updated plan was released in October last year and is available on Seqwater's website, at: <https://www.seqwater.com.au/water-security>

# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 17

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

**QUESTION:**

With reference to page 90 of the Capital Statement and funding allocated for the Made in Queensland grant program, will the Minister provide a complete list of successful grant recipients for each round of this program (Round 1 - 6) including:

- a. business name;
- b. business location;
- c. grant amount and
- d. project description?

**ANSWER:**

Please see attached list for Rounds 1 to 5 of the Made in Queensland grant program.

Grants for Round 6 of the Made in Queensland grant program were awarded to recipients in June 2024. As at 12 July 2024, all recipients are negotiating their Funding Agreements. As such the requested information for Round 6 remains confidential.

Business name	Project suburb	Local Government Area	Grant amount	Project description
Aluminium Balustrades North Coast Pty Ltd	Warana	Sunshine Coast Regional Council	\$54,699.50	3D scanning hardware
Belgotex Fabrics Pty Ltd	Acacia Ridge	Brisbane City Council	\$134,007.50	New furniture finishings
BPB Mareeba Pty Ltd T/A Homefab Steel Truss and Frame	Mareeba	Mareeba Shire Council	\$125,837.00	ERP and Lean implementation
Charlesworth Family Investments P/L atf Charlesworth Family Trust trading as Queensland Plastics	Banyo	Brisbane City Council	\$ 146,900.00	advanced automation equipment
Cooper Technologies Pty Ltd t/a Harnex	Brendale	Moreton Bay Regional Council	\$ 150,761.00	Advanced crimping wire processor
CSF Industries Pty Ltd	Portsmith, Cairns	Cairns Regional Council	\$ 713,050.00	integrated Robotic Steel Fabrication and Advanced Welding System
DGH Engineering Pty Ltd	Paget	Mackay Regional Council	\$ 198,318.00	CNC lathe project
Doug Hall Enterprises Pty Ltd t/a DA Hall & Co	Millmerran	Toowoomba Regional Council	\$ 538,171.65	Operational Excellence Project
Drake Trailers Pty Ltd	Wacol	Brisbane City Council	\$ 355,445.00	ERP system adoption
Epicurean Products Pty Ltd	Yandina	Sunshine Coast Regional Council	\$ 514,955.00	Advanced food manufacturing and packing
Flemings Welding Service Pty Ltd	Roma	Maranoa Regional Council	\$ 207,950.50	Surface finishing capability project
Freedom Screens Australia Pty Ltd	Currumbin Waters	Gold Coast City Council	\$ 105,680.00	Integrated door frame system
G & O Kert Pty Ltd	Acacia Ridge	Brisbane City Council	\$ 360,000.00	automated CNC vertical turning
Geofabrics Australasia Pty Ltd	Ormeau	Gold Coast City Council	\$ 525,465.00	Project Export Accelerator
Global Roto-Moulding Pty Ltd	Helidon Spa	Lockyer Valley Regional Council	\$ 72,741.50	ERP system adoption
Hetech Pty Ltd	Underwood	Logan City Council	\$ 66,315.00	Conformal coating project
IntelliDesign Pty Ltd	Seventeen Mile Rocks	Brisbane City Council	\$ 224,079.50	Flying Probe Tester
King Springworks Pty Ltd	Molendinar	Gold Coast City Council	\$1,137,212.00	Spring making technology
Knotwood Pty Ltd	Stapylton	Gold Coast City Council	\$ 451,563.00	automated vertical powder coating plant
Laser Central Pty Ltd	Richlands	Brisbane City Council	\$1,515,559.00	leading-edge laser-cutting
Laser Central Pty Ltd	Richlands	Brisbane City Council	\$ 67,547.00	marketing of advanced services
Lionel Moore Trailers Pty Ltd	Pittsworth	Toowoomba Regional Council	\$ 654,450.00	automated laser cutting
Luina Bio Pty Ltd	Darra	Brisbane City Council	\$ 405,654.00	simultaneous manufacturing operations
Marco Engineering Pty Ltd	Crestmead	Logan City Council	\$ 982,549.00	automated plastic injection moulding
Mastercut Technologies Pty Ltd	Burleigh Heads	Gold Coast City Council	\$ 86,297.00	Onshoring through CNC technology
NOJA Power Switchgear Pty Ltd	Murarie	Brisbane City Council	\$ 251,730.00	advanced automated production
North Queensland Agricultural Supplies Pty Ltd	Woree	Cairns Regional Council	\$ 120,558.75	ERP adoption
NQ Cranes Pty Ltd	Paget	Mackay Regional Council	\$ 161,370.00	modernise operational systems



Business name	Project suburb	Local Government Area	Grant amount	Project description
O'Connor Capital Pty Ltd atf The Jim O'Connor Family Trust MPH Personnel Pty Ltd atf The Michael O'Connor Family Trust t/a Gessner Industries	Toowoomba (Torrington)	Toowoomba Regional Council	\$ 104,315.00	ERP and management system implementation
Obadare Pty Ltd	Toowoomba (Toowoomba city)	Toowoomba Regional Council	\$ 290,535.00	advanced manufacturing CNC Lathe
Orica Australia Pty Ltd	Helidon	Lockyer Valley Regional Council	\$1,007,243.50	Onshoring electronic blasting system products
Packer Leather Pty Ltd	Narangba	Moreton Bay Regional Council	\$ 373,295.50	enhance innovative design and manufacturing capabilities
Patterson Glass Pty Ltd	Nerang	Gold Coast City Council	\$ 253,160.00	Advanced manufacturing for efficient production
Pedersen Group Pty Ltd atf N Pedersen Family Trust (under the business name Baywood)	Granville	Fraser Coast Regional Council	\$ 305,000.00	Advanced band saw implementation
Pixie Ice Cream Pty Ltd	Toowoomba (Wilsonton)	Toowoomba Regional Council	\$1,496,640.00	automated equipment
Polytuff Automotive Pty Ltd as atf the MSM Unit Trust	Brendale	Moreton Bay Regional Council	\$ 50,125.00	advanced colour changing equipment
PTE Hydraulics Pty Ltd	Acacia Ridge	Brisbane City Council	\$ 590,086.00	CNC Gear Shaping Machine
Rapid Pacific Group Pty Ltd	Bohle	Townsville City Council	\$ 91,400.00	leading-edge tube bending machine
Ray Fry Investments Pty Ltd t/a Norship Marine	Portsmith, Cairns	Cairns Regional Council	\$ 117,500.00	industry-leading Heavy-duty CNC
READYFAB Pty Ltd atf Toowoomba Engineering Unit Trust	Torrington	Toowoomba Regional Council	\$ 240,999.80	Seed planting expansion through advanced equipment
RRJ Engineering Pty Ltd t/a B & C Plastics	Underwood	Logan City Council	\$ 115,197.00	innovative equipment for plastic injection moulding
Stahmann Farms Enterprises Pty Ltd	Toowoomba (Wilsonton)	Toowoomba Regional Council	\$ 73,575.00	China market expansion project
SWC Management Pty Ltd	Brendale	Moreton Bay Regional Council	\$ 478,935.00	fully integrated automated manufacturing technology
Unique Products and Consulting Pty Ltd atf L&B Tovey Family Trust No. 1 t/a Brilliant Prints	Seventeen Mile Rocks	Brisbane City Council	\$ 107,245.00	automated photographic equipment
Unisite Group Pty Ltd atf the TR Family Trust	Bundaberg (Svensson Heights)	Bundaberg Regional Council	\$ 56,695.00	Lean manufacturing and sales training
Urban Turf Solutions Pty Ltd	Yatala	Gold Coast City Council	\$ 256,579.00	state-of-the-art tufting machine
Wagners CFT Manufacturing Pty Ltd	Wellcamp	Toowoomba Regional Council	\$ 272,250.00	worlds best practice for Fibre Reinforced Polymer (FRP) products
Wickham Farms Killarney Pty Ltd	Killarney	Southern Downs Regional Council	\$ 205,619.00	automated line peeling and grading machine and ERP system adoption
XL Service Bodies Pty Ltd	Wacol	Brisbane City Council	\$ 499,000.00	leading-edge fibre laser cutter
XL Service Bodies Pty Ltd	Wacol	Brisbane City Council	\$ 36,575.00	ERP system adoption
Aqseptence Group Pty Ltd	Geebung	Brisbane City Council	\$ 677,252.50	Pheonix Fiber Laser Project
Australian Professional Galvanizing Pty Ltd	Stuart	Townsville City Council	\$ 344,308.50	Kettle Project
Australian Water Engineers Pty Ltd	Riverview	Ipswich City Council	\$ 100,463.00	Heavy Duty CNC Hydraulic Threading Rolling Manufacturing Equipment

Business name	Project suburb	Local Government Area	Grant amount	Project description
B&R Enclosures Pty Ltd	Heathwood	Brisbane City Council	\$1,048,320.00	Leading Edge Laser Punch and Flatbed Laser Cutter Machinery
Birkgrove Pty Ltd atf The Reg Dobinson Family Trust t/a Dobinsons Springs and Suspension	North Rockhampton (Kawana)	Rockhampton Regional Council	\$ 592,000.00	Cold coil Winding and Stress Relieving Furnace Machinery
BPB Mareeba Pty Ltd T/A Homefab Steel Truss and Frame	Mareeba	Mareeba Shire Council	\$ 425,211.00	Homefab Innovative and Creative Growth Project
Bundaberg Brewed Drinks Pty Ltd	Bundaberg	Bundaberg Regional Council	\$ 332,807.32	Bundaberg Brewed Drinks Super Brewery
Capricorn Sandstone Quarries Pty Ltd	Stanwell	Rockhampton Regional Council	\$ 254,198.00	Advanced Splitting and Veneer Cutting Equipment Resource and Product Analysis
DKM Industries Pty Ltd	Browns Plains	Logan City Council	\$ 496,181.00	Penta Laser Bolt 10
Doug Hall Enterprises Pty Ltd t/a DA Hall & Co	Millmerran	Toowoomba Regional Council	\$ 184,304.00	Automated Egg Tray Washer
Elaxon Electronics Pty Ltd	Brendale	Moreton Bay Regional Council	\$ 890,325.00	Intelligent Factory 4.0 Project
EM Solutions Pty Ltd	Tennyson	Brisbane City Council	\$ 463,425.00	Improve Productivity through an Enhanced ERP system, Lean Manufacturing Techniques and Advanced Test Equipment
Fast Proof Press Pty Ltd atf the Robert Whitton Discretionary Trust	Nerang	Gold Coast City Council	\$1,543,523.00	Inkjet Adoption in Commercial Printing
Kilner's Engineering Pty Ltd	Morningside	Brisbane City Council	\$ 780,000.00	High Power Large Format Fibre Laser
Langford Metal Industries Pty Ltd ATF The LMI Trust	Eagle Farm	Brisbane City Council	\$ 858,177.65	Advanced Laser Cutter- Smart Factory
Merino Country Pty Ltd atf Merino Country Unit Trust t/a Merino Country Australia	Shailer Park	Logan City Council	\$ 209,200.00	Advanced Merino Textile Processing & Garment Construction
Oxworks Trading Pty Ltd	Crestmead	Logan City Council	\$1,567,279.00	Expansion of Manufacture Facility & Lean Manufacture Restructure
Plenty Foods Pty Ltd (previously Proteco Gold Pty Ltd t/a Proteco Oils)	Kingaroy	South Burnett Regional Council	\$ 364,950.00	Defatted Gluten Free Flour Producer
PWR Performance Products Pty Ltd	Ormeau	Gold Coast City Council	\$1,095,000.00	PWR- CT Scanning/quality control
QLM Label Makers Pty Ltd	Berrinba	Logan City Council	\$ 48,800.00	Operational Excellence Printing
Ravenshoe Timbers Pty Ltd	Ravenshoe	Tablelands Regional Council	\$ 650,000.00	Grecon Finger Jointer
RTI Pty Ltd	Mackay	Mackay Regional Council	\$ 107,200.00	Implementation of Enterprise Resource Planning and Lean Manufacturing
Sitemax Group Pty Ltd	Glanmire	Gympie Regional Council	\$ 242,304.00	Direct Latex Print Rigid Sign Project
Wagners CFT Manufacturing Pty Ltd	Wellcamp	Toowoomba Regional Council	\$1,750,000.00	The Next Generation CFT Cross-arm Manufacturing Unit
Watkins Steel Pty Ltd	Banyo	Brisbane City Council	\$ 621,808.00	Integration of leading-edge flat and angle steel processing machine
Cirrus Ag Pty Ltd	Kawana	Rockhampton Regional Council	\$ 914,541.00	Efficient granule manufacture
Idec Solutions Pty Ltd	Murarrie	Brisbane City Council	\$1,478,550.00	Fastest manufacturing line in Qld
IntelliDesign Pty Ltd	Seventeen Mile Rocks	Brisbane City Council	\$ 306,280.00	Advanced robotic assembly equipment
Luina Bio Pty Ltd	Darra	Brisbane City Council	\$ 490,449.87	0



Business name	Project suburb	Local Government Area	Grant amount	Project description
Neamco Pty Ltd	Cairns	Cairns Regional Council	\$ 340,986.00	Neamco advanced manufacturing
PTE Hydraulics Pty Ltd	Acacia Ridge	Brisbane City Council	\$ 358,870.50	Robotic automation in the manufacture of hydraulic rotary actuators (HRAs)
PWR Performance Products Pty Ltd	Ormeau	Gold Coast City Council	\$1,199,753.17	Advanced aluminium 3D printer
Vaxxas Pty Ltd	Woolloongabba	Brisbane City Council	\$ 649,402.50	Automated Micro-machining laser system (AMLS) for vaccine delivery
Aletek Pty Ltd	Svensson Heights	Bundaberg Regional Council	\$1,362,887.50	Aletek's \$2.6M expansion to turbo-charge regional QLD manufacturing for global mining equipment
Aqseptence Group Pty Ltd	Geebung	Brisbane City Council	\$ 413,850.00	Onshoring manufacturing via the introduction of advance Additive (3D printing) Technology
Beehive Vinyl Products Pty Ltd	Currajong	Townsville City Council	\$ 274,980.16	Tool bag manufacturing automation & output increase
Berg Engineering	Brendale	Moreton Bay Regional Council	\$ 416,826.97	Advancing BERGs CNC manufacturing technologies
Foscap Investments Pty Ltd	Salisbury	Brisbane City Council	\$ 118,765.39	Project LUX
Freeze Dry Industries Pty Ltd	Yandina	Sunshine Coast Regional Council	\$ 450,000.00	Eagle MAXI - ultra low energy freeze drying technology that creates international competitiveness
Holmwood Highgate (aust.) Pty Ltd	Loganholme	Logan City Council	\$2,480,025.00	Industry 4.0 Advanced Robotic Automation Project (I4ARA)
IntelliDesign Pty Ltd	Seventeen Mile Rocks	Brisbane City Council	\$ 90,489.00	Accelerated manufacturing with tool-less direct digital production of plastic parts.
Obadare Pty Ltd	Glenvale	Toowoomba Regional Council	\$ 937,386.50	Obadare – Onshoring Oil & Gas FULL Rig Manufacturing
Packer Leather Pty Ltd	Narangba	Moreton Bay Regional Council	\$ 586,023.90	New advanced leather production technologies: Radio Frequency Drying and Digital Cutting Process
Priestley's Gourmet Delights	Acacia Ridge	Brisbane City Council	\$2,500,000.00	Industry 4.0 Australian Made Bespoke Automation and Smart Technologies Project
QPP Pty Ltd	Narangba	Moreton Bay Regional Council	\$ 778,268.50	Developing Manufacturing Capability for Specialised antispiral air pruning pots for horticulture
Tanuki	Wellcamp	Toowoomba Regional Council	\$ 198,849.00	Autonomous Integrated Production Line for Micronised Gypsum
Thompson Meat Machinery Pty Ltd	Crestmead	Logan City Council	\$ 244,992.00	Adoption of innovative blast room and associated advanced system
UAP AUSTRALIA PTY LTD	Northgate	Brisbane City Council	\$ 184,741.00	Smart Foundry
Watkins Steel Pty Ltd	Northgate	Brisbane City Council	\$ 670,301.53	Advanced steel fabrication with extended reality supporting quality assurance
Womble Investments Pty Ltd	Brendale	Moreton Bay Regional Council	\$ 750,894.00	Pipe profiling machine implementation
Zone Rv Pty Ltd	Coolum Beach	Sunshine Coast Regional Council	\$1,157,959.00	Onshoring Advanced Composite Manufacture to Build the World's Strongest Caravan
Australian Professional Galvanizing Pty Ltd	Stuart	Townsville City Council	\$ 58,436.00	Laser Cleaning Cell Project
CCW Cabinet Works Pty Ltd	Stratford	Cairns Regional Council	\$ 155,568.00	Biesse Rover A FT 1836 NBC



Business name	Project suburb	Local Government Area	Grant amount	Project description
Chair Solutions Pty Ltd	Northgate	Brisbane City Council	\$ 635,500.00	Embracing Industry 4.0 to build local plastic chair manufacturing capability
CSF Industries Pty Ltd	Bungalow	Cairns Regional Council	\$ 725,032.00	Automated blasting process for structural steel fabrication
EP Food Company Pty Ltd	Yandina	Sunshine Coast Regional Council	\$ 453,411.50	Winning the Australian Protein Value-Add Market For Queensland
Hayes Spraying Pty. Ltd.	Goondiwindi	Goondiwindi Regional Council	\$ 219,797.50	Hayes Spraying Advanced Manufacturing for Precision Agriculture
Innovative Design & Manufacturing Pty. Ltd.	Goomburra	Southern Downs Regional Council	\$1,485,279.70	Tube Laser Cutting System, COBOT Robots, ERP and
J.A.G. Welding Pty Ltd	Redland Bay	Redland City Council	\$ 794,146.25	JAG goes Robotic
Kallipr Pty Ltd	Murarie	Brisbane City Council	\$1,105,230.23	Development of an in-house manufacturing capacity for the installation of an innovative, bespoke, SMT line to vastly improve quality control of PCBs, R&D, production capacity and efficiency in the supply chain
Kilner's Engineering Pty. Ltd.	Morningside	Brisbane City Council	\$ 639,600.00	Unlocking Advanced Manufacturing though 4IR
Krause Engineering Pty Ltd	Clontarf	Moreton Bay Regional Council	\$ 397,640.00	AI Digital Machining and Milling Centers - Digital Factory Stage 1
Laser Central Pty Ltd	Darra	Brisbane City Council	\$ 916,894.00	Laser Central's Industry 5.0 Automated Warehouse System Project
Masters & Young Pty. Ltd.	Woodridge	Logan City Council	\$ 309,650.00	Advanced PCB Manufacturing for Aerospace, Defence & Export
McLein Pty Ltd	Portsmith	Cairns Regional Council	\$ 645,000.00	Norweld Automated Aluminium Processing
Mid-West Fabrication Pty Ltd	Dalby	Western Downs Regional Council	\$ 268,000.00	WALL-E & EVE-E Golden Arm Cobots
Moddex Group Pty Ltd	Maryborough West	Fraser Coast Regional Council	\$1,011,899.00	Moddex Centre of Advanced Manufacturing (Stage 1)
NEM Equipment Hire Pty Ltd	Stuart	Townsville City Council	\$ 833,870.00	NEM Group-Women into Advanced Manufacturing Project
Plenty Foods Pty Ltd	Kingaroy	South Burnett Regional Council	\$ 138,000.00	Advanced Manufacturing - Robotics
Richbury Pty. Ltd.	Slacks Creek	Logan City Council	\$ 215,085.00	Laser Tube Transformation-Securing Australian Made
Sharpe Engineering (Brisbane) Pty Ltd	Virginia	Brisbane City Council	\$1,500,000.00	Australian manufactured Gate Valves and Blowout Preventors using advanced CNC equipment (Integrex E-1850 V/12 Multitasking machine)
Mighty Good Foods Group Pty Ltd (Jim's Jerky)	Harlaxton	Toowoomba Regional Council	\$ 134,733.92	New advanced manufacturing and drying technology to improve the international competitiveness of the manufacturing of dry red meat jerky products in regional Queensland for consumers and pets.
The Trustee For Lammert Family Trust	Atherton	Tablelands Regional Council	\$ 224,500.00	'All in One' Robotic Plasma Cutting Line
The Trustee For The Callide Engineering Trust	Biloela	Banana Shire Council	\$ 118,898.00	CMC Metrology Automation & Enhancement Program (MAEP)
The Trustee For The Gosse Family Trust	Tingalpa	Brisbane City Council	\$ 933,710.00	Anode Production Facility Expansion
Thinkfish Pty Ltd (BtB Marine)	Urangan	Fraser Coast Regional Council	\$ 153,823.23	Vessel Lab Stage 2

# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 18

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

**QUESTION:**

With reference to page 90 of the Capital Statement and funding allocated for the Manufacturing Hub grant program, will the Minister provide a complete list of successful grant recipients for each round of this program (Rounds 1 and 2) including

- a. business name;
- b. business location;
- c. grant amount; and
- d. project description?

**ANSWER:**

Please see attached list for Rounds 1 and 2 of the Manufacturing Hubs Grant Program.

### Manufacturing Hubs Grant Program – Rounds 1 and 2

Business name	Project suburb	Local Government Area	Grant amount	Project Title
All Industries Group	Yeppoon	Livingstone Shire Council	\$312,415.00	Install: Flat steel plate drilling and profile machine
Australian Infrastructure Manufacturing (APG)	Portsmith	Cairns Regional Council	\$337,199.00	Automated robotic welding cell and ERP software project
Atherton Matalan	Atherton	Tablelands Regional Council	\$673,978.00	Supply & installation of an all-in-one multi-tasking CNC beam line
Australian Expedition Vehicles (first application)	Mount Louisa	Townsville City Council	\$131,250.00	Purchase of automated test system
Berg Engineering (Gladstone)	Callemondah	Gladstone Regional Council	\$161,719.00	Transition to Industry 4.0
Capricorn Sandstone Quarries	Stanwell	Rockhampton Regional Council	\$22,500.00	Gap analysis and software evaluation
CIE Australia	Bungalow	Cairns Regional Council	\$539,260.00	Laser cutter and NitroCube package
CQ Fibreglass Direct	Bondoola	Livingstone Shire Council	\$158,775.00	Frog 3D technologies
CSF Industries	Portsmith	Cairns Regional Council	\$425,000.00	Purchase and installation of cleat sorting robot
Dobinson's Spring & Suspension	Rockhampton	Rockhampton Regional Council	\$301,722.00	Automation of packaging station
EDMS Australia	Manunda	Cairns Regional Council	\$150,449.00	Industrial/Commercial 3D Printer
Engineering Industries	Bohle	Townsville City Council	\$347,475.00	Purchase a modified Xpert Pro 250/3100 (extended) computer-controlled metal press and Artec Leo 3D scanner
G.E.T Engineering	Emerald	Central Highlands Regional Council	\$284,051.25	Automated Robotic Arm Welding



Business name	Project suburb	Local Government Area	Grant amount	Project Title
Global Manufacturing Group	Toooloa	Gladstone Regional Council	\$257,167.00	Install CNC Bevel plasma cutting machine
Gough Plastics	Bohle	Townsville City Council	\$621,250.00	Robot, Shuttle Rotomoulding, Buttwelder and CNC Router
GTB Engineering	Tully	Cassowary Coast Regional Council	\$180,975.00	Purchase Plasmax high-definition plasma cutting unit
Keppel Brand Products	Yeppoon	Livingstone Shire Council	\$372,148.00	Purchase of food processing and packaging equipment
Jenmick Gear Cutting & Engineering	Callemondah	Gladstone Regional Council	\$137,617.00	Install high precision CNC turning centre
Kelly's Australia	Innisfail	Cassowary Coast Regional Council	\$443,500.00	Hammelmann Dockboy
Liquaforce	Ingham	Hinchinbrook Shire Council	\$128,509.00	New ERP system
Manuplex Ventilation	Rockhampton	Rockhampton Regional Council	\$516,500.00	Meeting steel frame needs for Queensland
Mecha	Gladstone Central	Gladstone Regional Council	\$243,279.00	The Mecha Rapid Reverse Engineering Project (TMRREP)
Mt Elliot Springs	Majors Creek	Townsville City Council	\$352,305.07	Mt Elliot Springs upgrade & expansion
Well Hung Glass & Aluminium Products	Garbutt	Townsville City Council	\$458,763.85	Innovative and Transformative Manufacturing of Glass and Aluminium Products
Ingham Manufactures (first application)	Ingham	Hinchinbrook Shire Council	\$49,256.00	ERP integrated system
Northern Plastics	Garbutt	Townsville City Council	\$58,613.00	Rayjet R500 Laser, sheet heating oven and A2MC
Northern Chemicals	Portsmith	Cairns Regional Council	\$127,590.00	Install 2000 litre ribbon blender
Norweld Australia	Portsmith	Cairns Regional Council	\$181,912.00	Purchase and installation of Multicam high speed CNC Router
Palmco Engineering	Ayr	Burdekin Shire Council	\$320,200.50	Specialist engineering services in North Queensland

Business name	Project suburb	Local Government Area	Grant amount	Project Title
Perrott Engineering	Portsmith	Cairns Regional Council	\$624,487.00	Multifunctioning Centre
Purcell's Engineering	Clinton	Gladstone Regional Council	\$25,396.50	New enterprise resource planning (ERP) system and accounting software
Ryder Machining Services	Emerald	Central Highlands Regional Council	\$10,290.00	Autodesk Inventor Fundamentals
Saleyards Distillery	Allenstown	Rockhampton Regional Council	\$272,520.00	Purchase of an advanced automated distillery
Status Signs	Portsmith	Cairns Regional Council	\$134,461.00	Purchase of CNC routing machines with camera eye registration
TEi Services (first application)	Bohle	Townsville City Council	\$447,000.00	Implementation of robotic welding solution
Tooley's Waterblasting	Edmonton	Cairns Regional Council	\$302,614.00	Waterblasting robot
Tully Welding Works	Tully	Cassowary Coast Regional Council	\$438,563.00	Automated beam drill line and robotic plasma cutting bench
Upton Engineering and Manufacturing	Gladstone Central	Gladstone Regional Council	\$636,972.12	Purchase of Makino a500Z
Callide Manufacturing Company	Biloela	Banana Shire	\$345,159.00	Callide Water Jet Cutter
Rapid Pacific Group Pty Ltd	Mount Louisa	Townsville City Council	\$1,000,000.00	RPG Workshop Futurization
Queensland Signage Solutions	Currajong	Townsville City Council	\$112,395.00	Advanced 3D Sign Manufacturing
Xtreme Engineering Pty Ltd	Callemondah	Gladstone Regional Council	\$175,552.50	MHGP Project
Pacific Hoseflex	Burleigh Heads	Gold Coast City Council	\$99,373.64	Industry Growth Operations Project

Business name	Project suburb	Local Government Area	Grant amount	Project Title
Action Sheetmetal and Roofing	Southport	Gold Coast City Council	\$5,622.00	Upgrade Equipment
Bryan Industries Pty Ltd	Paget	Mackay Regional Council	\$60,170.00	Technology Improvements & Capability - 3D Scanning/Modelling
Oakstripe	Paget	Mackay Regional Council	\$45,240.00	AE - L-733 Geometrical Laser System
Fresco Cheese	Burleigh Heads	Gold Coast City Council	\$84,332.88	Fresco Cheese Enterprise Resource Planning System
Emery Industries Pty Ltd	Arundel	Gold Coast City Council	\$148,250.00	New factory establishment with laser cutting capabilities
One Industries	Slade Point	Mackay Regional Council	\$181,168.89	Project Catalyst
FAB Dock	Ormeau	Gold Coast City Council	\$49,747.50	FAB Dock Technology Adoption in inflatable technologies - marine industry
D&T Hydraulics and Engineering	Paget	Mackay Regional Council	\$159,045.00	D&T Hydraulics and Engineering advanced productivity through cutting-edge technology
Weltrade	Molendinar	Gold Coast City Council	\$56,548.25	Automated blow moulding and bagging machines
Mac-Fleet Pty Ltd	Mackay	Mackay Regional Council	\$200,000.00	Bystronic Brake Press
Stella Marine Group	Coomera	Gold Coast City Council	\$161,000.00	CNC Lathe Upgrade

## Housing, Big Build and Manufacturing Committee

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 19

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

### QUESTION:

Can the Minister please detail progress of all current regional water plans, including original intended and current expected completion dates?

### ANSWER:

Queensland's 23 water plans are developed under the *Water Act 2000* to sustainably manage and allocate water resources in Queensland. Water plans and their supporting instruments determine the amount of water that is available and regulate the allocation and management of water in an area. Water plans balance the needs of water users such as urban, industrial, agricultural and the environment.

The process for developing water plans is underpinned by the best available science through hydrologic, social, economic, cultural and environmental assessments and include community input. Implementation and monitoring of water plans are important parts of the water planning cycle. Water plans have a life of 10 years which can be extended under provisions in the *Water Act 2000*. Evaluation of the effectiveness of a water plan occurs at least every five years as part of the reporting cycle. The current status of the water plans is outlined in **Attachment 1**.



# Attachment 1 – Water Plan status

Plan Area	Plan Commencement	Plan Expiry	Status	Previous Minister's report completed
FITZROY	8/12/2011	30/08/2025	Under review	2018
PIONEER	19/12/2002	30/09/2025	Under review	2019
BARRON	23/06/2023	1/09/2033	Operational	2019
BURDEKIN	2/08/2007	1/09/2026	Under review	2019
MARY	10/05/2024	1/09/2034	Operational	2019
GEORGINA DIAMANTINA	6/08/2004	05/08/2027	Under review	2019
BURNETT	22/08/2014	19/04/2027	Under Review	2019
WET TROPICS	13/12/2013	1/09/2024	Operational	2024
BOYNE	20/12/2013	1/09/2024	Operational	2019
WHITSUNDAY	25/02/2010	1/12/2025	Operational	2020
WARREGO, PAROO, BULLOO AND NEBINE	12/02/2016	1/09/2026	Operational	2021
MORETON	16/03/2007	14/12/2026	Under Review	2021
GOLD COAST	15/12/2006	14/12/2026	Under Review	2021
LOGAN	2/03/2007	14/12/2026	Under Review	2021
CALLIOPE	15/12/2006	14/12/2026	Operational	2022
GABORA	2/09/2017	1/09/2027	Operational	2022
GULF	1/11/2007	1/11/2027	Under review	2023
MITCHELL	1/11/2007	1/11/2027	Operational	2023
CONDAMINE BALONNE	22/02/2019	1/09/2029	Operational	2024
BORDER RIVERS & MOONIE	22/02/2019	1/09/2029	Operational	2024
CAPE YORK	7/06/2019	1/09/2029	Operational	2024
BAFFLE	4/11/2010	1/09/2030	Operational	2024
COOPER	10/11/2011	1/09/2031	Operational	2019



## **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 20

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THE HOUSING, BIG BUILD AND MANUFACTURING COMMITTEE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

### **QUESTION:**

Lake Julius was built for mining, and the development of the North West. Can the Minister please explain how SunWater is actively supporting the development of the North West and Industry through access to water?

### **ANSWER:**

Lake Julius is owned and operated by Sunwater, and Mount Isa City Council holds a 7,900 megalitre high priority water allocation in the Julius Dam Water Supply Scheme. Numerous mining operations purchase water from Sunwater that is sourced from Lake Julius, supporting jobs in north west Queensland.

Lake Julius is a critical part of North West Queensland's water supply acting as both a water source and as an insurance policy against drought for Mount Isa town supply and the mines in the region.

Lake Julius also supplies town water to Cloncurry as well as water for industrial customers via the North West Queensland Pipeline and has the potential to supply new industrial customers, including the critical minerals sector.

An options assessment for the supply of water for critical minerals projects is currently being undertaken by Sunwater on behalf of the Coordinator-General.

This assessment will feed into the recently commenced \$4 million Gulf Regional Water Assessment. This assessment has \$2 million in funding support from the Department of Resources' Office of Critical Minerals Queensland, in recognition of the importance of water to Queensland Critical Minerals Strategy activity in this area.

The Gulf Regional Water Assessment process will bring together experts, local governments, irrigators, industry and peak bodies, water entities and First Nations peoples' representatives, to consider how to strengthen water security and drive economic growth through investment in water infrastructure and initiatives.

All of this work is recognition of the increasing economic activity by the agricultural and mining sectors in the Gulf region and the need for critical water supplies to underpin these activities. It is recognised that Lake Julius will continue to play a critical role in water supply.

# Housing, Big Build and Manufacturing Committee

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

Crossbench Member Question – Dr Amy McMahon MP, Member for South Brisbane

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DR AMY MCMAHON MP, MEMBER FOR SOUTH BRISBANE ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

## QUESTION:

Regarding groundwater stores and use of groundwater, can the Minister advise:

- a. The total volume of groundwater, and volume used by major industries (agriculture, manufacturing, mining, and any other relevant categories), in Queensland annually over the last 5 years
- b. What modelling the government has conducted or considered regarding the recharge rate (in volume) of aquifers accessible to Queensland, and if so, what the approximate recharge rate is.
- c. What modelling the government has conducted or considered regarding the total store of groundwater accessible to Queensland and what the approximate store of groundwater is
- d. The department's forecast for if and when groundwater reserves will be depleted?

## ANSWER:

Queensland's groundwater resource is made up of over 2,000 individual aquifers. These aquifers vary considerably in size, volume and complexity and in many areas, overlay one another at different depths. The level of use and type of use also varies considerably across these individual systems. For these reasons, the Department of Regional Development, Manufacturing and Water manages and licences groundwater where there is a risk to the resource.

Under the *Water Act 2000*, Queensland's Water Plans ensure groundwater resources are managed sustainably and responsibly and focuses on the individual characteristics of each aquifer system. This ensures that the overall level of take is sustainable in the long term.

Detailed modelling and assessment are carried out as part of the development of each of the state's 23 water plans, ensuring the latest information is available to continue sustainably managing groundwater resources across Queensland. Every five years, a Minister's Report is prepared about the performance of each plan. These reports are publicly available on the Business Queensland website ([Water plan monitoring, reporting and review | Business Queensland](#)).

The most significant groundwater resource in Australia is the Great Artesian Basin of which about 65 percent is located in Queensland. Over the last 20 plus years, hundreds of millions of dollars of State and Commonwealth funds have been invested in rehabilitating this essential resource through capping and piping uncontrolled bores some of which predate federation. Since the Great

Artesian Basin capping and piping program began more than 226,000 megalitres a year has been returned to the basin for environmental purposes.

In the 2022 Minister's Report on the GABORA water plan, water use across the plan area was estimated to be 262,000 megalitres per year and decreased by about 3 per cent (8,500 megalitres) between 2015 and 2022. This decrease was mostly due to water savings made through bore capping and piping programs. The estimated take of water from the GAB under various categories is shown in table 1 below.

<b>GABORA Groundwater Use Estimates (ML/year) as outlined in the GABORA Min Report</b>						
<b>Use Category</b>	Estimated Stock and Domestic Use	Metered or estimated use under non-stock and domestic entitlements	Discharge to bore drains	Discharge from uncontrolled bores	Associated water – mines and petroleum and gas	2022 Total
<b>Totals</b>	49,473	89,261	42,867	26,596	54,032	262,229

# **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

Crossbench Member Question – Ms Sandy Bolton MP, Member for Noosa

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MS SANDY BOLTON MP, MEMBER FOR NOOSA ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

**QUESTION:**

With the Government providing increased funding of \$70m in Budget Paper No. 4 page 13 for battery manufacturing, what is the Government implementing to incentivise the manufacturing of diverse and affordable electric vehicles in Queensland, as well for community batteries?

**ANSWER:**

Following the release of the Queensland's Zero Emission Vehicle (ZEV) Strategy 2022–2032 and the first Zero Emission Vehicle Action Plan 2022–2024, the Department of Regional Development, Manufacturing and Water (the Department) is currently developing a ZEV Industry Roadmap (Roadmap). This will support the manufacture of electric and hydrogen powered vehicles and components in Queensland and aims to identify opportunities for our local manufacturers in the Zero Emissions Vehicle supply chain.

In February 2024, the Queensland Battery Industry Strategy was released. The Strategy outlines actions supported by a \$570 million investment over the next five years. A key action for the Department from the Strategy was establishing and launching Australia's first Battery Supply Chain Database. The Database was released on 2 July 2024. This will help battery technology companies identify business and supply chain opportunities to support domestic production. Manufacturers outside of the battery supply chain can also use the database to identify new customers and markets, and to connect with the battery supply chain and potential investors.

In addition, DRDMW is also undertaking an in-depth Battery Component Study that will identify the niche manufacturing requirements and capability of Queensland's manufacturers to produce components. The study will investigate new battery technologies and their inputs to identify opportunities for Queensland manufacturers to engage in battery supply chains.

Two Queensland manufacturers including Pixii in Darra and EcoJoule in Loganholme have manufactured batteries in South East Queensland through the \$10 million Community Neighbourhood Battery Initiative under the Queensland Energy and Jobs Plan. The Department will continue building local capability in the renewables supply chain to ensure our local manufacturers have the support they need to harness emerging opportunities.



## **Housing, Big Build and Manufacturing Committee**

2024 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

Crossbench Member Question – Mr Michael Berkman MP, Member for Maiwar

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MR MICHAEL BERKMAN MP, MEMBER FOR MAIWAR ASKED THE MINISTER FOR REGIONAL DEVELOPMENT AND MANUFACTURING AND MINISTER FOR WATER –

### **QUESTION:**

In relation to green steel:

- a. What objectives, if any, does the Government have in relation to local manufacturing of green steel over the next 10 years?
- b. Has the Government considered funding or otherwise incentivising Queensland producers to transition from metallurgical coal production to green steel manufacturing?
- c. Given the significant technical difficulties and high costs of hydrogen export, has the Government assessed the relative economic viability and potential benefits of investing in green steel manufacturing in Central Queensland, using Queensland-produced hydrogen and existing infrastructure, as compared with exporting hydrogen and continuing to export metallurgical coal?
- d. Has the Government assessed the long-term economic benefits of investing in green steel manufacturing as compared with indefinite metallurgical coal production, taking into account the climate impacts of metallurgical coal?

### **ANSWER:**

The emerging green hydrogen industry in Queensland will provide opportunities for the production of green steel in Queensland. There are numerous project proponents working with the Queensland Government to produce hydrogen that could be used for domestic green steel manufacturing in the future.

The Queensland Government is supporting the local hydrogen industry with significant planning underway to provide the enabling infrastructure for renewable energy, land, water and port access and a conducive policy framework.

This will support a future green steel manufacturing industry in Queensland as well as creating jobs in regional Queensland and help meet the net zero emissions target.

The Department of Regional Development, Manufacturing and Water is working with other Queensland Government agencies to support development of the hydrogen industry and the future industries it will support. For example, the Department is an active member of the Heavy Industry Low-carbon Transition Cooperative Research Centre, which has been established to

develop solutions to drive emissions down for some of Australia's core industries such as steel, aluminium and cement. This work is led by the Department of Energy and Climate.

Detailed questions in relation to climate change and hydrogen policy should be directed to the Minister for Energy and Clean Economy Jobs.

**Answers to questions taken on notice at hearing –  
24 July 2024**

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## **Housing, Big Build and Manufacturing Committee**

### **Estimates Question Taken on Notice**

**Asked on Wednesday, 24 July 2024**

**MR S ANDREW** ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—

#### **QUESTION:**

Is the Minister able to advise approximately how many additional residences have been constructed in the Mirani electorate over the last three financial years and whether any consideration has been given to my earlier request for teacher dedicated housing to be made available in my area, particularly to help Sarina State High School.

#### **ANSWER:**

As at 30 June 2024, the Department of Housing, Local Government, Planning and Public Works (DHLGPPW) has delivered 128 social housing homes in the Mirani State Electorate. In addition, it owns and manages 19 government employee homes in the Mirani State Electorate, 12 of which are leased to the Department of Education.

DHLGPPW delivered two government employee homes in the Mirani State Electorate over the last three financial years.

Two additional government employee homes are currently planned for construction in the Mirani State Electorate.

Questions or requests in relation to teacher dedicated housing should be directed to the Minister for Education.



## **Housing, Big Build and Manufacturing Committee**

### **Estimates Question Taken on Notice**

**Asked on Wednesday, 24 July 2024**

**MR T MANDER** ASKED THE MINISTER FOR HOUSING, LOCAL GOVERNMENT AND PLANNING AND MINISTER FOR PUBLIC WORKS (HON M SCANLON)—

#### **QUESTION:**

Please confirm the date the portable bond scheme is to be implemented.

#### **ANSWER:**

The Department of Housing, Local Government, Planning and Public Works has commenced work to design and develop the portable bond scheme including consultation with rental sector stakeholders, targeting commencement in 2026.

I have asked the department to prioritise this work, noting that careful consideration and planning about how the scheme will work is necessary to ensure the scheme achieves its policy intent of helping to ease cost of living pressures for Queensland renters and has safeguards in place for rental property owners who rely on bonds in the event of a breach of a tenancy agreement.

Acknowledging the complexity of this work, the Bridging Bond Loan product has been made available to assist eligible renters to meet the costs of a new rental bond when changing tenancies.

## Documents tabled at hearing – 24 July 2024

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	Documents tabled at hearing - 24 July 2024
1.	RB Major Projects Pty Ltd and CFMEU Union Collective Agreement 2023-2027, tabled by Jim McDonald MP, Member for Lockyer.
2.	News article - Hells Angel Gold Coast extortion charges: former chapter member to be bailed, tabled by Jim McDonald MP, Member for Lockyer.
3.	ASIC, Current & Historical Company Extract - RB Scaffolding Major Projects Pty Ltd ACN 658 738160, tabled by Jim McDonald MP, Member for Lockyer.
4.	ASIC, Current & Historical Company Extract - RB Scaffolding Major Projects Pty Ltd ACN 639 579 301, tabled by Jim McDonald MP, Member for Lockyer.
5.	Facebook post containing image of a motorbike, tabled by Jim McDonald MP, Member for Lockyer.
6.	Independent review of the homelessness response in Queensland, Review Update, June 2024, tabled by Megan Scanlon, Minister for Housing, Local Government and Planning and Minister for Public Works.

Tabled by: J.McDonald, mbr for Lockyer  
At: HBRML Estimates hearing  
Time/date: 11.30am 24/7/2024  
Signature: MTuford.

# CFMEU

## QLD/NT

### RB Major Projects Pty Ltd and CFMEU Union Collective Agreement 2023 – 2027





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## PART 1 ADMINISTRATION

### 1. TITLE

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- 1.1 This agreement is known as the RB Major Projects Pty Ltd and CFMEU Union Collective Agreement 2023–2027 (the Agreement).

### 2. DEFINITIONS

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The following definitions shall apply to this Agreement:

**Apprentice or Trainee** means an apprentice or trainee within the meaning of the Vocational Education, Training and Employment Act 2000 (VETE Act). Apprenticeship and Traineeship have a corresponding meaning.

**Award** means the Building and Construction General On-site Award 2020, Mobile Crane Hiring Award 2020. Each as amended from time to time.

**BERT** is an acronym used for the Building Employee Redundancy Trust (ACN 82 010 917 281) (BERT Fund) as described in the Trust Deed creating the BERT Fund.

**BEWT** is an acronym for the Building Employees Welfare Trust. The "BEWT Fund" means the fund established pursuant to a deed between B.E.R.T Pty Limited and James Kristen Peterson. "Trustee of the BEWT Fund" means B.E.R.T Pty Limited or any trustee appointed under the BERT Redundancy Trust Deed.

**BUSSQ** is an acronym for the Building Unions Superannuation Scheme (Queensland) Pty Ltd ABN 85 571 332 201.

**Continuous Service** includes absence due to: Annual Leave; Personal Leave; Parental Leave; illness or accident up to a maximum of 4 weeks after the expiration of sick leave; jury service; injury received during the course of employment and up to a maximum of 52 weeks for which the Employee received workers' compensation; where called up for military service for up to 3 months; long service leave.

**Continuous Shift Worker** means, for the purpose of the additional week of annual leave provided by the NES means an Employee engaged to work in a system of consecutive shifts throughout the 24 hours of each of at least five consecutive days without interruption (except during breakdown or meal breaks or due to unavoidable causes beyond the control of the Employer) and who is regularly rostered to work those shifts.

**CIPQ** means Construction Income Protection Queensland Ltd (ACN 110 841 962).

**CIPS** means Construction Income Protection Scheme.

**Dispute** means any dispute or grievance that arises at the workplace between an employee or and the employer, or between the Union and the employer, about the NES or the interpretation or application of this Agreement or in relation to any matters pertaining to the relationship between the employer and an employee (or employees), or that between the employer and the Union, including but not limited to a dispute about any condition of employment or industrial matter.

**Double time and a half** means one and a half day's wages in addition to the Employee's ordinary time rate of pay or pro rata if there is more or less than a day.

**Early Start Penalty** is a penalty applied to hours worked prior to 6am on day shifts starting between 4am and 6am that will be paid for at 200% of the ordinary rate and accrue towards the totally ordinary hours for the day.

**Employee** means an employee of the Employer.

**Employer** means RB Major Projects Pty Ltd (ABN 70639666023), 75 Boundary Street ,BEENLEIGH, QLD, 4207

**FW Act** means the Fair Work Act 2009 (Cth) or its successor legislation.

**FWC** means the Fair Work Commission.

**Inclement Weather** means the existence of rain or abnormal climatic conditions (whether hail, extreme cold, high wind, severe dust storm, fog, extreme heat, lightening, smoke or the like or any combination of these conditions) where it is not reasonable or it is unsafe to continue working in those conditions.

**Injury** shall have the same definition as the Workers' Compensation and Rehabilitation Act 2003 (Qld), the Workers' Compensation Act 2015 (NT), as applicable.

**Kept waiting for wages on pay day** means all such time spent waiting, wherever the waiting is done.

**Parties** means the Company, the Employees and/or the Union as the context requires.

**QBCC** means the Queensland Building and Construction Commission.

**QIRC** means Queensland Industrial Relations Commission.

**Overtime** means any time worked in excess of or outside of the ordinary working hours.

**Redundancy** means a situation where an Employee ceases to be employed by the Employer, other than for reasons of general, serious willful misconduct. **Redundant** has a corresponding meaning.

**SGA** means the *Superannuation Guarantee (Administration) Act 1992*.

**SGL** means Superannuation Guarantee Levy.

**Sham Contracting** is where an employment relationship is disguised as a contracting relationship and if the work can be performed under this agreement, then it must be performed under this agreement and any other arrangement shall be considered sham contracting for the purposes of this agreement, and subject to the penalties contained in clause 49 of this agreement.

**Shiftwork** shall be defined as per clause 38.12.

**Special Class Dogman** means a Dogman having no less than 12 months on the job experience in dogging tower cranes and, having obtained a 'Verification of Competency (VOC) for a particular tower crane.

**Special Class Tradesperson** means a tradesperson who is engaged on work which requires the use of complex, high quality trade skills and experience which are not generally exercised in normal construction work. For the purpose of this definition, complex and high-quality trade skills and experience will be deemed to be acquired by the tradesperson:

- (a) Having had not less than 12 months' on-the-job experience of such skilled work, and
- (b) Having, by satisfactory completion of a prescribed post trade course, or other approved course, or the achievement of knowledge and competency by other means including the on-the-job experience, as will enable the tradesperson to perform such work unsupervised where necessary and practical, to the required standard of expertise/skill.

**Status Quo** means the arrangements in place prior to the Dispute arising. This includes the performance, operation and management of all work and rates of pay and allowances.

**Total Cost of Work** means the total value of the project declared to QLeave or NT Build.

**Union Delegate** means an Employee elected by Union members and endorsed by the Union to represent the interests of Union members. All parties to this Agreement shall be notified as soon as practicable after the election of a Union Delegate.

**Union or CFMEU** means The Construction, Forestry and Maritime Employees Union (Queensland Northern Territory Construction and General Divisional Branch).

**WHS Act** means the Work Health and Safety Act 2011 (Qld) or the Work Health and Safety (National Uniform Legislation) Act 2012 (NT), where applicable.

**WHS EPH** means Workplace Health and Safety Entry Permit Holders under the WHS Act.

**Workplace Impairment Policy and Procedures** means the Workplace Impairment Policy and Procedures found in APPENDIX 4.



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### **3. DATE OF OPERATION**

- 3.1 This Agreement remains in force until 2/7/2027. The agreement will continue to apply beyond its expiration date until it is replaced in accordance with the FW Act.

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### **4. APPLICATION OF AGREEMENT**

- 4.1 This Agreement applies to:
- (a) RB Major Projects Pty Ltd (the Employer)
  - (b) the CFMEU (the Union)
  - (c) all Employees of the Employer engaged in construction work and for whom classifications and rates of pay are provided by this Agreement (the Employee).

Collectively known as Parties

- 4.2 This Agreement only applies to work done in Queensland or Northern Territory and to work temporarily done outside Queensland or Northern Territory by Employees who are based in Queensland or Northern Territory, except where employees are covered by a subsequent Greenfields agreement made under s.182(3) of the Fair Work Act 2009 (Cth) and approved by the Fair Work Commission.
- 4.3 Associated Entity
- (a) In accordance with Division 2 of Part 2-8 of the Fair Work Act, where an Employee transfers to an Associated Entity of the Employer and performs the same work or substantially the same work for the Associated Entity of the Employer, the Agreement will continue to cover the Employee.
  - (b) For clarity, this clause does not apply to a circumstance where an Employee commences employment with the associated entity more than 3 months after the Employee ceases working for the Employer.

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### **5. PARTIES BOUND AND COVERED**

- 5.1 This Agreement is legally binding upon and covers the Employer, its Employees and The Construction, Forestry and Maritime Employees Union.

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### **6. RELATIONSHIP TO AWARDS, AGREEMENTS, AND OTHER DOCUMENTS**

- 6.1 This Agreement is intended to be interpreted in conjunction with the Building and Construction General On-Site Award 2020, Mobile Crane Hiring Award 2020, and the terms of the Workplace Impairment Policy and Procedures in APPENDIX 4.
- 6.2 Where this Agreement is silent, the terms of the above documents as amended from time to time during their life, apply. Where there is conflict between a term of this Agreement and a term of the above documents, or a conflict between two terms of this Agreement, the higher wage outcome or other outcome more favorable to the Employee will apply.

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### **7. OBJECTIVES OF THE AGREEMENT**

- 7.1 The parties agree that key objectives of this agreement are;
- (a) to provide terms and conditions of employment commensurate with the challenges associated with working in the construction industry
  - (b) to provide safe working conditions
  - (c) to provide a functional work/life balance and a comfortable standard of living
  - (d) providing a framework that seeks to maximise productivity and minimised lost time

- 7.2 This shall be achieved through genuine communication consultation collaboration and a sensible and practical application of terms contained in this agreement.

## **8. INCLUSION**

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- 8.1 The Parties recognise that everyone is entitled to work in an environment that is free of discrimination, harassment and bullying. It is the Employer's responsibility to ensure it complies with relevant legislative requirements including the Anti-Discrimination Act 1991 (Qld).

### **First Nations People**

- 8.2 The Parties recognise there is a significant population of First Nations People within Queensland and the Northern Territory. The Employer shall use best endeavors to employ a minimum of 5% of its total workforce who identify as First Nations People.
- 8.3 The Employer will ensure that cultural awareness forms part of the induction process to ensure that all workers are made aware of the history and spiritual connection that traditional owners have with each area where work takes place.
- 8.4 First Nations people will be entitled cultural and ceremonial leave as per clause 8.6 below.
- 8.5 A cultural ceremony will be arranged on each project with the relevant traditional custodians of the land on which the project is being built. The particulars of which will be determined through consultation with the relevant traditional custodians and should also consider project site and location but shall take place not later than when the number of onsite workers reaches 50. Consultation shall also deal with subsequent cultural events onsite depending on the makeup and constitution of the project and advice from the relevant traditional custodians. This shall form part of the Employers commitment to the principles of social, restorative justice and cultural affirmation.
- 8.6 The Employer will also implement policies that ensure:
- (a) access to personal leave for participation in cultural and ceremonial activities
  - (b) skill and career development opportunities for First Nations Employees
  - (c) the development of retention and promotion for First Nations Employees.
- 8.7 Where the workplace is a construction site, the Employer's obligations in 8.2 and 8.3 will be deemed to have been met, if provided by the principal contractor on the site.

### **Women in the Industry**

- 8.8 Parties respect equal employment opportunities and it is recognised the demographic of the construction industry could be more diverse. To that end, the Parties support the promotion of women into the industry and shall discuss means to achieve this objective including ways to encourage and assist women to seek and maintain employment in the construction industry. The 5-day work week and Job-Sharing initiatives contained in this agreement are examples of this.
- 8.9 At a minimum, female toilets with sanitary bins shall be provided at all workplaces. In determining the location of the amenities, the Employer must consider the most appropriate balance of privacy, safety and security. This will be done under consultation with the safety committee.
- 8.10 The parties recognise the right of women to feel safe at work. Sexual harassment, intimidation, ostracism, or any other unacceptable behavior will not be tolerated. Any such behavior will be thoroughly investigated. Breaches of this clause will involve disciplinary action up to and including termination of employment.

## Mature Age Workers

- 8.11 The parties recognise that a lifetime in the construction industry can take its toll on a person's wellbeing. Wherever possible, the Employer shall implement measures to encourage the retention of older employees. To the extent possible, this includes (but is not limited to) the preservation of jobs such as hoist operators, traffic controllers and peggies for workers over the age of 50.

## PART 2 DISPUTE RESOLUTION AND CONSULTATION

### 9. DISPUTES SETTLEMENT PROCEDURE

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- 9.1 A major objective of this Agreement is to eliminate lost time and/or production arising out of disputes or grievances. Disputes over any work related or industrial matter (including a dispute about whether a workplace right has been breached) or any matters arising out of the operation of the Agreement or incidental to the operation of the Agreement should be dealt with as close to its source as possible. Disputes over matters arising from this Agreement (or any other dispute related to the employment relationship or the NES, including subsections 65(5) or 76(4) of the Fair Work Act) shall be dealt with according to the following procedure.
- 9.2 The pre-dispute status quo shall prevail while the matter is being dealt with in accordance with this procedure.
- 9.3 All Employees have the right to appoint a representative in relation to a dispute. It is the express priority of all Parties to attempt to settle a dispute at the workplace level at first instance.
- 9.4 In the event of any work-related grievance arising between the Employer and an Employee or Employees, the matter shall be dealt with in the following manner:
- (a) The matter shall be first submitted by the Employee/s or his/her job delegate/ employee representative or other representative, to the site foreperson/supervisor or the other appropriate site representative of the Employer and if not settled, to a more senior representative of the Employer.
  - (b) Alternatively, the Employer may submit an issue to the Employee/s who may seek the assistance and involvement of the job delegate/employee representative or other representative.
  - (c) If still not resolved, there may be discussions between the relevant Union official (if requested by the employee/s), or another representative of the employee, and senior representative of the Employer.
  - (d) Should the matter remain unresolved, either of the parties or their representative shall refer the dispute at first instance to FWC for review. FWC may exercise conciliation and/or arbitration powers in such review.
- 9.5 This procedure shall be followed in good faith without unreasonable delay.
- 9.6 If any party fails or refuses to follow any step of this procedure the non-breaching party will not be obligated to continue through the remaining steps of the procedure and may immediately seek relief by application to FWC.
- 9.7 Any resolution of a dispute under this clause by the FWC will not be inconsistent with legislative obligations or any other applicable Codes or Regulations.

### 10. CONSULTATION

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- 10.1 Effective consultation is essential for continuous workplace reform and such consultation can take place at any time during the life of a Project.
- 10.2 Consultative Committees may be set up for this purpose.

### **Consultation about major workplace change**

- 10.3 If the Employer is considering making a decision, and prior to the decision being made, to introduce a major workplace change that is likely to have a Significant Effect on a number of Employees, the Employer must notify those Employee(s) and the Union.
- 10.4 As soon as practicable and prior to implementation, the Employer must discuss with the Employees and the Union the introduction of the change; and the effect the change is likely to have on the employees. The Employer must discuss measures to avert or mitigate the adverse effect of the change on the Employees.
- 10.5 For the purposes of the discussion the Employer will provide the Employees, the Union and/or their nominated representative/s in writing:
  - (a) All relevant information about the change including the nature of the change proposed
  - (b) Information about the expected effects of the change on the Employees; and
  - (c) Any other matters likely to affect the Employees.
- 10.6 However, the Employer is not required to disclose confidential or commercially sensitive information.
- 10.7 The Employer must give prompt and genuine consideration to matters raised about the major change by the Employees and the Union.
- 10.8 **"Significant Effect"** under clause 10.3 above includes termination of employment (including redundancy), major changes in the composition, operation or size of the Employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; changes to safety and/or management systems, any changes to employment practices that result in privacy concerns for employees such as implementation of electronic inductions and/or access systems; the need for retraining or transfer of Employees to other work areas or locations and the restructuring of jobs.

### **Consultation about changes to rosters or hours of work**

- 10.9 Where the Employer proposes to change an Employee's regular roster or ordinary hours of work, the Employer must consult with those Employee(s) and the Union about the proposed change.
- 10.10 As soon as practicable after proposing to introduce the change, the Employer must:
  - (a) discuss with the relevant Employees and the Union the introduction of the change; and
  - (b) provide to the Employees, there Union and/or their representatives details of the following in writing:
    - (i) all relevant information about the change, including the nature of the change; and
    - (ii) information about what the Employer reasonably believes will be the effects of the change on the Employees; and
    - (iii) information about any other matters that the Employer reasonably believes are likely to affect the Employees; and
  - (c) Invite the Employee(s) and the Union, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities) and give consideration to any views about the impact of the proposed change that are given by the Employee(s) concerned and their Union.

- (d) The requirement to consult under this clause does not apply where an Employee has irregular, sporadic or unpredictable working hours.

10.11 These provisions are to be read in conjunction with other Agreement or Award provisions concerning the scheduling of work and notice requirements.

## **PART 3 SAFETY**

### **11. PROCEDURE FOR DEALING WITH SAFETY ISSUES OR INCIDENTS**

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- 11.1 The Employer, the Employees and the Union agree that for the purposes of s. 81 of the WHS Act matters about work health and safety arising at the workplace shall be resolved in accordance with this procedure.
- 11.2 The Parties agree that for the purposes of this procedure and s. 81(3) of the WHS Act the following persons shall be the representatives of the following parties:
  - (a) the Principal Contractor (as defined in the WHS Act) - Site Manager or any other person nominated by the Principal Contractor
  - (b) the Employers - the Site Manager or any other person nominated by the Employer(s)
  - (c) The Employees - the Union or other representatives.(Collectively referred to as "Nominated Parties")
- 11.3 The Nominated Parties agree that representatives shall be entitled to:
  - (a) inspect any work system, plant, substance, structure, or other thing relevant to resolving the issue
  - (b) consult with relevant Employees in relation to resolving the issue
  - (c) consult with the relevant PCBU (as defined in the WHS Act) about resolving the issue
  - (d) inspect and take copies of any document that is directly relevant to resolving the issue; and
  - (e) advise any person whom the representative reasonably believes to be exposed to a serious risk to his or her health and safety, emanating from an immediate and imminent exposure to a hazard of that risk.
- 11.4 The Nominated Parties and/or their representatives may commence the procedure by informing, either by themselves or their representative, the other Parties and/or representatives that:
  - (a) there is an issue to be resolved; and
  - (b) the nature and scope of the issue.
- 11.5 As soon as the Parties and/or their representatives are informed of the issue, the Nominated Parties and/or their representatives must meet or communicate with each other to attempt to resolve the issue.
- 11.6 The Nominated Parties and/or their representatives must have regard to all relevant matters including:
  - (a) the degree and imminent risk to the Employees or other persons affected by the issue.
  - (b) the number and location of Employees and other persons affected by the issue.
  - (c) the measures both temporary and permanent that must be implemented to resolve the issue.
  - (d) who will be responsible for implementing the resolution measures.
  - (e) whether the hazard or risk can be isolated; and

- (f) the time that may elapse before the hazard or risk is permanently corrected.
- 11.7 Once the issue is resolved details of the issue and its resolution must be set out in writing with all Nominated Parties and/or their representatives to be satisfied that the agreement reflects the resolution of the issue with a copy given to all Nominated Parties and/or their representatives to the issue. The issue, once resolved, shall be recorded in the next safety committee meeting minutes with the agreed resolution.
- 11.8 The Nominated Parties and/or their representatives must make reasonable efforts to achieve a timely and final resolution of the issue. If within a reasonable time there is still no resolution, any of the Nominated Parties attempting to resolve the issue may then ask Work Health and Safety Queensland, and/or the QBCC, where applicable, to arrange for an inspector to attend the workplace to assist in resolving the issue.
- 11.9 Direction to cease work
- (a) If -
- (i) an issue concerning health or safety arises at a workplace or from the conduct of the undertaking of the Employer; and
  - (ii) the issue concerns work which involves an immediate threat to the health or safety of any person; and
  - (iii) given the nature of the threat and degree of risk, it is not appropriate to adopt the processes set out in clause 11.7 above
- (b) the Employer and/or the health and safety representative for the designated work group in relation to which the issue has arisen may, after consultation between them, direct that the work is to cease.
- (c) During any period for which work has ceased in accordance with such a direction, the Employer may assign any Employees whose work is affected to suitable and safe alternative work.
- 11.10 Fundamental to this process is a standing invitation for Union representatives to attend site to assist with all matters relating to health and safety.
- 11.11 Employees are not required to work in circumstances where the employee or a Union representative reasonably believes a safety law is being, or will be, contravened. Consultation between the relevant parties will occur throughout this procedure including with senior representatives of the Employer and the Union.

## **12. HEALTH AND SAFETY REPRESENTATIVES**

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- 12.1 The Employer and its Employees will comply with Part 5 of the WHS Act – Consultation, representation and participation in relation to the establishment of a health and safety committee. To ensure a timely resolution of issues in relation to WHS, all parties may be represented on the health and safety committee.
- 12.2 A standing invitation will exist for the Union to assist in the voting up of Health and Safety Representatives and the forming of safety committees. Health and safety representative/s (HSR) shall be elected by the Employees on the job, via a show of hands vote conducted by a representative of the Union and shall be subject to recall by a similar process.
- 12.3 Parties covered by this Agreement recognise the important role of HSRs. The HSRs have a key role in the early intervention in health and safety issues under this Agreement.
- 12.4 The HSRs shall be allowed to consult with the PCBUs, Unions, principal contractor or persons acting on his/her behalf, on matters directly concerned with the safety of workers, and promote the safe conduct of work generally.



### 13. HEALTH AND SAFETY REPRESENTATIVE MEETINGS

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- 13.1 A health and safety representative will be allowed reasonable paid time during working hours to attend occupational health and safety matters, including meetings affecting employees they represent, providing that the Representative informs their manager.

### 14. HOT WEATHER GUIDELINES

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- 14.1 Under this Agreement when air temperature reaches:
- (a) 35°C; or
  - (b) 29°C and 75% humidity or more after three hours from commencement of each trades shift in southeast Queensland, it shall constitute inclement weather (Extreme Hot Weather).
- 14.2 This definition will be subject to review in other regions. This clause 14 must be incorporated in the Employer's OHS Procedures for all applicable Projects.
- 14.3 Before finishing work, Employees must be alerted to possible Extreme Hot Weather forecasted for the following day by the PCBU, Site manager, and HSRs. This will allow preparation for works to be modified to reduce this category of heat exposure in accordance with clause 14.1. For forecasting, planning and guidance the Bureau of Meteorology (BOM) shall be used for weather observations. Monitoring heat on the day will be done with a calibrated wet bulb thermometer.
- 14.4 When Extreme Hot Weather is forecasted for the following day, the Employer's Site Manager, WHS Committee and WHS Representatives will consult and determine what actions are to be taken to reduce exposure and modify the program and/or workload prior to the Extreme Hot Weather, which may include:
- (a) rescheduling work so that certain tasks are performed during the cooler part of the day, or on another day
  - (b) reducing the time spent doing hot tasks (for example, by job rotation)
  - (c) arranging for more workers to do the job
  - (d) providing extra rest breaks in a cool area
  - (e) providing cool drinking water and ice (machines) near the work site
  - (f) increasing air movement by fans or coolers
  - (g) installing shade cloth to reduce radiant heat from the sun
  - (h) consideration must be given to working an eight-hour day.
- 14.5 Once the temperature reaches extreme levels, as defined in clause 14.1 the following process will be followed:
- (a) Where the temperature reaches 35°C, there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the program and workload as described in clause 14.4.
  - (b) where the temperature is 29°C and 75% humidity or more after three hours from the commencement of a shift, there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the program and/or workload as described in clause 14.4.
- 14.6 If there are areas of the workplace that are below any Extreme Hot Weather, work shall continue as normal in those areas. Employees unable to work elsewhere may be transferred to these areas below the extreme levels if work is available. Employees may walk a reasonable distance through areas effected by extreme hot weather to and from amenities, provided it does not pose an imminent risk to their health or safety. The primary objective is to ensure that

there is no reasonable concern for an Employee undertaking work of an imminent risk to their health or safety.

- 14.7 Extreme Hot Weather shall be measured on site by a temperature gauge compliant to Australian Standards and shall be undertaken in accordance with the manufacturer's operating instructions. The Parties agree that a measurement taken using the Wet Bulb in Globe Temperature index mode will not be used. Wet bulb thermometers will be used in temperature mode and then humidity mode separately and combined will be an acceptable method of measuring extreme hot weather. It is the responsibility of the PCBU to implement these guidelines.

- 14.8 The PCBU shall supply a Wet Bulb Thermometer for each job and depot.

## **15. AIR QUALITY PROCEDURE**

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### **Definitions**

#### **Acceptable Air Quality**

- 15.1 Air Quality Index (AQI) is categorized as good to extremely poor by the Queensland Department of Environment and Science.
- 15.2 PM2.5 are tiny particles in the air that reduce visibility and cause air to appear hazy when levels are elevated. They can be carcinogenic, as advised by the World Health Organisation. Where possible, PM2.5 readings shall be the preferred test for acceptable air quality.

#### **Measuring of air quality**

- 15.3 Measuring of air quality will be done through either of the following, in agreement between the parties:
- (a) The Department of Environment and Science web site ([des.qld.gov.au](http://des.qld.gov.au)) using the closest station to the work site (see instruction below).
- (i) Click on environment.
  - (ii) Go to Our Environment and click on air.
  - (iii) Click on live air data.
  - (iv) Scroll down and view closest Station to the job site.
  - (v) Refer to Air Quality Procedure (15.9 below).
- (b) Where site-based monitoring is undertaken it shall take precedence over measurements from The Department of Environment and Science web site. Devices shall be certified to the Australian Standards AS3580 and operated by a competent person (e.g. occupational hygiene technician).

#### **Bushfire smoke**

- 15.4 Bushfire smoke is a mixture of different-sized particles, water vapor and gases, including carbon monoxide, carbon dioxide and nitrogen oxides. During bushfires and similar events, large amounts of finer particles are released that are small enough to breathe deep into the lungs and can cause adverse health effects. These chemicals are known "Cancer Causing Agents".
- 15.5 During bushfires and similar events, the Employer must verify that their work area is within a safe range for air quality as defined by the Queensland Department of Environment and Science.

#### **Air Quality Procedure**

- 15.6 The PCBU, Site Manager and WHS Reps must alert workers the day before extreme or excessive poor air quality conditions are expected.



- 15.7 After three consecutive hours of POOR air quality above 50µG per/m3, there will be an orderly cessation of work and preparation for safe completion of critical tasks. Unaffected work areas will be monitored and continue without disruption.
- 15.8 Once the air quality index reaches 75µG per/m3 there will be an immediate cessation of work with only safe completion of critical tasks allowable. Unaffected work areas will be monitored and continue without disruption.
- 15.9 Inclement weather provisions of the Award shall be invoked. To be clear, all the provisions contained in clause 24 of the Award shall apply in instances of poor air quality, including 24.14.
- 15.10 All air quality related incidents are to be reported to the employer, site safety coordinator, WHS Committee and any relevant employee representative's immediately.

#### Fit testing

- 15.11 The accepted method of fit testing of RPE is Quantitative fit testing.
  - (a) Quantitative fit testing will only be done with reusable half face RPE. It is an essential step in the RPE selection process and allows a PCBU to determine if the specific make and model of RPE is a suitable size, fit and comfort for the worker who is going to use it..
  - (b) Quantitative fit-testing is a much more effective way to fit-test RPE, as it doesn't depend on tasting or smelling a test agent. For this reason, the PCBU must make sure quantitative fit-testing is used for all RPE.

#### 16. INCLEMENT WEATHER

- 16.1 The parties are committed to working together to minimize the impact of inclement weather. The employer will ensure reasonable allowance is included in contracts taking into account historic weather conditions and forecast rainfall.
- 16.2 Inclement weather means the existence of rain or abnormal climatic conditions (whether hail, extreme cold, high wind, severe dust storm, extreme heat (as defined in clause 14), poor air quality (as defined in clause 15), or the like or any combination of these conditions) where it is not reasonable or it is unsafe for employees to continue working in those conditions.
- 16.3 The employer or its representative, when requested by the employees or their representative, must confer within a reasonable time (which does not exceed 60 minutes) for the purpose of determining whether or not the conditions referred to in clause 16.2 apply.
- 16.4 The time work stops due to inclement weather and the resumption of work after a period of inclement weather has ended will be recorded by the employer.
- 16.5 When inclement weather conditions exist, an affected employee is not required to start or continue to work where it is unreasonable or unsafe to do so. In cases where emergency work is required or it is necessary to complete a concrete pour already commenced to a practical stage, work may occur or continue provided that such work does not give rise to a reasonable concern on the part of an employee undertaking the work of an imminent risk to their health or safety.
- 16.6 Where emergency work or a concrete pour is completed in accordance with clause 16.5, work will be paid at the rate of 200% of the ordinary hourly rate calculated to the next hour, and in the case of wet weather, the employee will be provided with adequate wet weather gear. If an employee's clothes become wet as a result of working in the rain the employee will be allowed to go home for the remainder of the day without loss of pay.
- 16.7 Where an employee is not able to perform any work at any location because of inclement weather, the employee will receive payment at the ordinary hourly rate for ordinary hours. Payment for time lost due to inclement weather is subject to a maximum of 32 hours pay in any 4-week period for each employee. Payment is subject to adherence to the terms of clause 16.

- 16.8 An employee working on a Job Share arrangement pursuant to clause 30—Job Share, that is affected by inclement weather, will be entitled to payment from the 32-hour inclement weather bank on a pro rata basis.
- 16.9 Employees accumulated inclement weather bank shall not be deducted whilst they remain on site.
- 16.10 Inclement weather occurring during overtime will not be taken into account for the purposes of clause 16 and employees will not be entitled to any payment for stoppages because of inclement weather that occurs outside of ordinary hours.
- 16.11 Employees on a portion of a site not affected by inclement weather must continue to work even though employees working on other areas of the site may have stopped work because of inclement weather.
- 16.12 Subject to the availability of alternative work in an employee's classification, an employer may require employees to transfer:
- (a) from a location on a site where it is unreasonable and/or unsafe to work because of inclement weather, to another area on the same site, where it is reasonable and safe to work; and/or
  - (b) from a site where it is unreasonable and/or unsafe to work because of inclement weather, to another site, where it is reasonable and safe to work, and where the employer, where necessary, provides transport.

#### **Inclement weather procedure**

- 16.13 Remaining on site where, because of inclement weather, the employees are prevented from working:
- (a) for more than an accumulated total of 4 hours of ordinary time in any one day; or
  - (b) after the main meal break, for more than half of the ordinary work time; or
  - (c) during the final 2 hours of the normal workday for more than an accumulated total of one hour;
- the employer will not be entitled to require the employees to remain on site beyond the expiration of any of the above circumstances. However, where genuine training has been agreed in writing between the parties, then the course maybe completed in extraordinary circumstances.

#### **Rain at Starting Time**

- 16.14 Where the employees are in the sheds, because they have been rained off, or because it is at starting time, morning tea, or lunch time, and it is raining, they will not be required to go to work in a dry area or to be transferred to another site unless:
- (a) the rain stops; or
  - (b) a covered walkway has been provided; or
  - (c) the sheds are under cover and the employees can get to the dry area without going through the rain; or
  - (d) adequate protection is provided.
- 16.15 Protection must, where necessary, be provided for the employees' tools.

#### **Dewatering**

- 16.16 All sites will develop a Dewatering Plan through consultation with the Union, HSRs, Safety Committee and the site Contractors.

- 16.17 This plan will:
- (a) Outline appropriate dewatering strategies, hydraulic engineering solutions and Dewatering Crew requirements
  - (b) Require relevant HSR's to assess the areas in a staged sequence giving priority to accessways
  - (c) Commence dewatering activities and open areas progressively once dewatering is complete
  - (d) Including staggered meal breaks of the Dewatering Crew and Safety Committee
  - (e) Outline minimum requirements of PPE and dewatering tools/equipment
  - (f) The Dewatering plan will be reviewed and updated on a reasonable basis depending on job type, size, constitution etc.
  - (g) Plans for work activities (including agreed training) to take place in dry areas during periods of inclement weather
- 16.18 All Contractors will supply adequate manpower for the site Dewatering Crew as per the Dewatering Plan.
- 16.19 Mitigation strategies such as the following should be considered where reasonably practicable;
- (a) falls to slabs which are exposed to elements for extended periods of time
  - (b) additional drainage outlets to slabs
  - (c) integrated into jump or standalone retractable roof over stair/lift cores
- 16.20 Employees on the Dewatering Crew will remain on site in the instances the rest of the site has gone home only for the purpose of dewatering the site to maximise the potential for the site to be reopened the following day. These employees will be paid a disability allowance of double time for all hours worked once the site has gone home.

## **17. ADDITIONAL OCCUPATIONAL HEALTH AND SAFETY MATTERS**

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### **Personal Protective Equipment**

- 17.1 The following clothing will be supplied to all Employees after consultation with Delegate. The employer shall provide clothing and Personal Protective Equipment that is suitable, fit for purpose and manages risk relative to the task at hand (no later than 1 month after commencement). Employees when working on site are required to wear all footwear and clothing supplied. The issue will be:
- (a) 1 pair of safety boots (if the Employee buys such boots, the Employer will reimburse the Employee up to \$225.00 upon producing of a purchase receipt); and
  - (b) 5 sets of shirts and shorts/trousers, overalls or bib and brace overalls, or any combination as agreed; and
  - (c) 1 high visibility winter jacket.
- 17.2 The abovementioned items will be replaced on a fair wear-and-tear basis. Where an Employee has not sought replacement of any of the abovementioned items on a fair wear- and-tear basis within twelve months from the date of issue, then that Employee will be entitled to a re-issue of the items at the completion of those twelve months.
- 17.3 All items will comply with the relevant Australian Standards. The clothing selected will need to be breathable, be light weight, UV stable, have a high visibility quality, and have the maximum UPF rating. The Employer undertakes to source Australian made clothing and equipment, in so far as it is possible.

- 17.4 No agreement to pay cash in lieu of supply of clothing/footwear is permitted.
- 17.5 When the Employer requires an Employee to wear spectacles with toughened glass lenses the Employer will pay the cost of the toughening process.

#### **Workplace Impairment Policy**

- 17.6 The Employer Workplace Impairment Policy can be found in APPENDIX 4.

### **18. CRANE CREW**

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- 18.1 The crane crew for each crane must consist of at least the following:
- (a) A crane driver; and
  - (b) A Dogman/stand-by driver; and
  - (c) A Dogman.
- 18.2 The Dogman/stand-by driver will be paid at the same rate as the driver for all hours worked.
- 18.3 From 1/7/2025 the entire crew on a tower crane shall be paid at the CW7 rate.

## **PART 4 EMPLOYMENT**

### **19. SECURITY OF PERSONAL INFORMATION**

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- 19.1 For this clause “personal information” has the meaning given to it in the Privacy Act 1988 (Cth).
- 19.2 The company undertakes not to pass on or sell Employees’ personal information either directly or indirectly (e.g. contractual arrangements with clients), except to comply with a specific direction from a government authority or a request from a party to this agreement (e.g. time and wages information). To the extent allowable by law, all requests for the Company to provide personal information shall be notified to the Union and genuine consultation shall occur between the parties to this agreement. The company commits to minimise the extent of employee information held in order to meet its legal and employment relationship requirements.

### **20. SITE ACCESS SYSTEMS AND INDUCTIONS**

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- 20.1 Site access systems shall be agreed between the Parties.
- 20.2 The particular type of site access system to be installed will be reviewed for each project having regard to client requirements, the project’s hours of work, work force numbers and available technology in order to alleviate ‘bottle necks’ and inconvenience to workers in its operations.
- 20.3 The Company will comply with the Australian Privacy Principles in the Privacy Act 1988 (Cth) in relation to any personal information (for the purpose of this clause “personal information” has the meaning given to it in the Privacy Act 1988 (Cth)) they hold in relation to Employees.
- 20.4 The Company undertakes that, to ensure the highest level of compliance with Health and Safety legislation, all inductions shall be conducted “face to face” and on the job. Further, all inductions shall include site specific hazards and requirements for each project. Industry specific inductions that cannot be conducted onsite and are required by law (such as General Construction Induction, or Rail Industry Safety Induction etc) are excluded from the operation of this clause.
- 20.5 As part of the induction process Union Delegates will be afforded an opportunity to speak to new Inductees about the benefits of union membership and other Union business as the Delegate deems necessary.
- 20.6 Employees must not be required to use personal electronic devices, without agreement between the parties.



## **21. TOOLBOX MEETINGS**

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- 21.1 At least one toolbox meeting will be convened by the Employer per site, each month to facilitate and foster communication and consultation. Items to be discussed at each meeting may include programming of site work, site issues, work health and safety, job design, productivity issues, management policies, Agreement compliance, wages and conditions, compliance with statutory obligations and any other relevant issue raised. Notice of the meeting will be given at least one (1) week prior to the scheduled date. There will exist a standing invitation for representatives of the Union to attend such toolbox meetings.

## **22. CONTRACT OF EMPLOYMENT**

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- 22.1 At the point of engagement of each Employee, the Employer must inform the person in writing whether the engagement is on a permanent, casual or job share basis, stating by whom the Employee is employed, the job performed, the classification level, office from which they are engaged and the relevant rate of pay. Employees may relocate and transfer their office of engagement provided that there has been consultation between the Parties and it is agreed in writing between the Employer and the Employee. Each new Employee shall upon commencement also be provided with a copy of this Agreement, or alternatively, access to the Agreement in electronic format at the discretion of the Employer.
- 22.2 The Employer may direct an Employee to carry out such duties as are reasonably within the limits of the Employee's skill, competence and training consistent with the Employee's classification provided that such duties do not promote deskilling.
- 22.3 If an Employee is absent from work for a period for which they have or will claim workers' compensation, the Employee's contract of employment shall remain intact during the period of absence. The Employer shall continue to make contributions (and where applicable, reports of service) on behalf of the Employee to BUSSQ, BERT, BEWT, CIPQ and Qleave or NTBuild or other funds nominated herein. The Employee shall also continue to accrue all appropriate leave entitlements for the first twelve months of the Employee's absence due to the workers compensation claim.

## **23. EFFECTIVE WORK ORGANISATION**

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- 23.1 Effective Work Organisation refers to methods of organising work so that Employee and Employer objectives can be achieved efficiently, sustainably and safely, producing results which are acceptable to all concerned.
- 23.2 Where the Employer is the principal contractor, or they are required under contract to provide the following key site attendant roles on a project, the Employer shall engage these employee's directly unless otherwise agreed:
- (a) Union Delegates
  - (b) First aid attendants
  - (c) Amenities attendants
  - (d) Hoist drivers (including builders' lift drivers)
  - (e) Crane crews (except where supplied by a specialist company or subcontractor)
  - (f) Gate persons
  - (g) Primary traffic attendant roles (except where supplied by a subcontractor as an ancillary aspect of their scope of works or where there is a legal requirement).
  - (h) Reasonable numbers of labourer's and tradespeople, relative to the size and nature of the project.

- 23.3 The parties acknowledge that traditional trade-based training through apprenticeships, was one of the best paths for career development in the Construction Industry. The employer will engage a reasonable number of apprentices and trainees directly through consultation with the Union.

## **24. CASUAL EMPLOYMENT**

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- 24.1 A casual Employee is an Employee employed on an occasional basis and whose work pattern is not regular and systematic. When a person is engaged on a casual basis, they will be supplied in writing that the engagement is to be as a casual, the job to be performed, the classification level, the actual or likely length of engagement including number of hours to be worked per week, and the relevant rate of pay.
- 24.2 A casual Employee shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement except annual leave, personal leave, and payment for public holidays on which no work is performed. A casual Employee is entitled to unpaid bereavement leave, domestic violence leave and unpaid career's leave.
- 24.3 Except on Saturdays and Sundays, on each occasion a casual Employee is required to attend work, the Employee shall be entitled to payment for a minimum of eight (8) hours work (with 0.8 of an hour on each of these days accruing toward an RDO) plus the relevant fares and travel allowance prescribed by clause 0 below. On Saturdays and Sundays, a casual Employee is entitled to payment for a minimum of four (4) hours, plus the relevant fares and travel allowance prescribed by clause 0 below.
- 24.4 A casual Employee for working ordinary time shall be paid 125% of the hourly rate prescribed in APPENDIX 1 for the Employee's classification.
- 24.5 A casual Employee required to work overtime, or weekend work shall be entitled to the relevant penalty rates prescribed in this Agreement:
- (a) where the relevant penalty rate is time and a half, the Employee shall be paid 175% of the hourly rate prescribed by APPENDIX 1 for the Employee's classification
  - (b) where the relevant penalty rate is double time, the Employee shall be paid 225% of the hourly rate prescribed by APPENDIX 1 for the Employee's classification; and
  - (c) where the relevant penalty is a public holiday, the Employee shall be paid 275% of the hourly rate prescribed by APPENDIX 1 for the Employee's classification.
- 24.6 For the purposes of clarity, the applicable contributions to BUSSQ, BERT, CIPQ and BEWT or other funds nominated herein, must be made by the Employer in respect of casual Employees. A casual Employee shall also be entitled to receive, in addition to their casual rate, penalty payments for Overtime, work performed on weekends, work performed on public holidays and RDOs, Domestic Violence leave and unpaid cultural leave.
- 24.7 Termination of all casual engagements shall require one hour's notice by either the Employer or Employee, or the payment or forfeiture of one hour's pay, as the case may be. This clause will not reduce the entitlements of injured Employees.

### **Casual Conversion**

- 24.8 A casual Employee, who has been engaged by the Employer on a regular and systematic basis for a period in excess of six-weeks, thereafter, will have their contract of employment converted to permanent employment, unless otherwise agreed in writing between the parties. Regular and systematic shall be defined as an average of 4 days or more, per week, over 6 weeks. Eligible current employees will be transitioned to full time no later than 6 weeks from the date of approval of this agreement.
- 24.9 Any Employee, who is entitled to be converted to permanent employment pursuant to this clause, and is not converted to permanent employment, is entitled to be paid 175% of the hourly

rate prescribed in this Policy for the Employee's classification from the first day of the seventh week of their employment onwards.

## **25. APPRENTICES/TRAINEES**

- 25.1 Apprentices/Trainees shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement.
- 25.2 For clarification, in addition to the rates in APPENDIX 1, Trainees are entitled to receive full Daily Travel, BERT, BEWT, CIPQ, Superannuation and any other entitlements in accordance with this document. Such entitlements shall not be paid at rates applicable to Apprentices.
- 25.3 Training arrangements for Apprentices/Trainees shall be as provided in the Building and Construction General On-site Award 2020.
- 25.4 Apprentices/Trainees shall be entitled to be paid the daily fares and travel allowance whilst attending training.
- 25.5 The Employer shall be responsible for meeting all costs associated with Apprenticeship/Traineeship training, including any student registration, tuition fee or other course costs.
- 25.6 During the first year of an Apprenticeship, tools to the minimum retail value of \$600.00 shall be supplied by the Employer within a period of three months after the expiry of the probationary period or within a period of six months from the date of commencement of the employment, whichever first occurs.
- 25.7 During the second and subsequent years (or part of a year) of apprenticeship tools to the retail value of \$600.00 shall be supplied by the Employer within a period of three months from the commencement date of each such year (or part of a year) of the indentured Apprenticeship.
- 25.8 Where an Apprentice has entered a Competency Based Training Agreement, the provision of tools will be on the following basis:
  - (a) During the term of Apprenticeship, an Employer shall, in respect of each level of the apprenticeship program, supply the Apprentice with tools of trade, to a minimum retail value of \$600.00.
  - (b) The supply of tools of trade for each level of the program shall be linked to the successful achievement of competencies or, where appropriate, the demonstration of approved levels of progression towards the achievement of competencies as prescribed by the relevant National Training Package or in the relevant Award.
  - (c) Supply of tools will occur no later than three (3) months after the expiry of the probationary period or within a period of six (6) months from the date of commencement of the employment, whichever first occurs, and no later than three (3) months into subsequent levels of the apprenticeship.
  - (d) Apprentices employed under part-time or school based arrangements shall be entitled to a supply of tools consistent with the requirements as outlined in clause 25.6 and clause 25.7 above.

### **Apprentice Ratio**

- 25.9 The Employer recognises that in order to increase the efficiency and productivity of the Employer, a significant commitment to structured training and skill development is required. They also recognise the importance of the apprenticeship system to the construction industry. Therefore, the Parties agree:
  - (a) If the Employer employs five (5) or more tradespeople in any one classification, it undertakes to employ an apprentice(s) or make arrangements to host an apprentice from an agreed scheme.

- (b) The Employer is committed to ensuring that apprentices receive appropriate on the job training by experienced tradespeople and apprentice numbers are maximised, to this end the Employer will endeavor to maintain at least one apprentice to every five (5) tradespeople.
- (c) If the Employer does not currently have an apprentice as provided for in paragraph (a) above, the Employer will engage in consultation with the Union in relation to their obligations under this clause but shall be afforded reasonable time to enable the Employer to comply with this clause. Further, the Parties are committed to a strong ratio of apprentices in the industry.

## **26. ADULT APPRENTICES**

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- 26.1 Adult apprentices are apprentices who commence their apprenticeship at the age of 21 years or older. Adult apprentices engaged under any of the classifications set out in Appendix 1 and will be paid a minimum rate equal to the rate of pay for a second-year apprentice, for the first two years of the apprenticeship, then on parity with other apprentices for the third and fourth years.

## **27. TRAINING AND RELATED MATTERS**

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- 27.1 The parties are committed to the promotion of a highly skilled industry that delivers ongoing employment opportunities and a world-class product through an efficient and safe construction process. To this end, the Employer agrees that appropriate training, including the engagement and training of apprentices, and skills development for the workforce will be provided during the term of this agreement.
- 27.2 The Employer will implement a policy where all Employees will have their current skills assessed against those required in the nationally recognised formal training package relevant to their work. Where any skill deficiencies are identified through the assessment process, the necessary training will be provided to attain the relevant nationally recognised formal qualification.
- 27.3 Where possible training and skill development is to be carried out in normal working hours. It is agreed that the Employer will bear all costs associated with the provision of the training, including costs and material costs and the provision of the Employee's wages for the period of the training.

### **HSR training**

- 27.4 Any Employees elected as a workplace HSR will undertake a training course approved by the State or Territory Government and provided by the Employer within six weeks of being elected, at no cost to the Employee.

### **Asbestos Awareness Training**

- 27.5 The Employer agrees that it will schedule training in the nationally accredited asbestos awareness training course 10279NAT Identification and Awareness of Asbestos Containing Materials. The training shall be booked and commenced within 3 months of the certification of this agreement, or within 3 months of the start of employment of each new employee, unless completed previously or unless otherwise agreed between the Parties.

### **Silica Dust Training**

- 27.6 The Employer agrees that it will schedule training in the "Course in identification of crystalline silica containing material and the associated risks for workers in the construction industry". The training shall be booked and commenced within 3 months of the certification of this agreement, or within 3 months of the start of employment of each new employee, unless completed previously or unless otherwise agreed between the Parties.

### **Mental Health Training**



- 27.7 The Employer agrees that it will schedule training in the nationally accredited Supporting positive mental health in the Construction Industry 11085NAT. The training shall be booked and commenced within 3 months of the certification of this agreement, or within 3 months of the start of employment of each new employee, unless completed previously or unless otherwise agreed between the Parties.

#### **General**

- 27.8 The Employer agrees that it will, within 7 days of receiving a written request from the Union, provide:
- (a) evidence to demonstrate the positive commitment to training and skill development; and
  - (b) the information as to the number of apprentices and visa holders engaged by the Employer.
- 27.9 Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

### **28. EMPLOYMENT SECURITY**

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- 28.1 The parties to this agreement agree to maximise the continuity of employment for existing and future employees and to ensure that permanent employment opportunities and the opportunity for promotion transfer and re-training or upskilling are not eliminated, reduced or eroded.
- 28.2 The Employer recognises that the use of subcontractors and labour hire may affect the job security of current and future employees covered by this Agreement.
- 28.3 As soon as practicable after being awarded a contract and prior to engaging subcontractors to perform work in the classifications covered by this agreement, the employer shall inform the Union Delegate (where applicable) which subcontractors it intends to use for the project.
- 28.4 The application of this Employment Security clause shall recognise geographical and commercial circumstances. In these circumstances the Employer and the Union may agree to vary the requirements of clause 28 on a project-by-project basis. Negotiations are to be conducted in good faith and agreement will not be unreasonably withheld.
- 28.5 **Use of Contractors**
- (a) If the employer wishes to engage contractors and their employees to perform work in the classifications covered by this agreement, the employer must first consult in good faith with the union. Consultation will occur prior to the engagement of sub-contractors.
  - (b) If the employer decides to engage subcontractors, the employer shall ensure that these contractors and their employees receive wages, allowances and conditions equal to or better than those contained in this agreement.
  - (c) The use of sham sub contracting arrangements is a breach of this agreement. The contractor who engages subcontractors is responsible for ensuring the employees of sub-contractors receive wages, allowances and conditions equal to or better those contained in this agreement, this obligation extends to liability for all outstanding wages conditions and entitlements under this agreement.
- 28.6 **Labour Hire**
- (a) Labour hire is defined as temporary "top up" labour designed to meet short situations such as absences due to sick leave, annual leave, and short time work peaks. The employer will not use labour hire in any position on site for a period of more than six weeks. Any departure from this maximum period shall require the agreement of the Union and incur a 175% penalty rate for all work done.

- (b) Where there is need for supplementary labour to meet temporary/peak work requirements, such labour may be accessed from bona fide businesses, including sub-contractors and labour hire companies, following consultation with the union.
  - (c) The employer shall ensure that any workers engaged by such businesses and performing work described in the classifications of this agreement receive wages, allowances and conditions equal to or better than those contained in this agreement.
- 28.7 The contractor who engages labour hire workers is responsible for ensuring those workers are paid at rates no less than those contained in this agreement. This obligation extends to liability for all outstanding wages conditions and entitlements under this agreement.
- 28.8 There will be no redundancies made while the employer has engaged labour hire to undertake work that is the subject of this agreement. Any departure from this shall require the agreement of the Union.
- 28.9 **Tower Cranes**
- (a) In order to maximise the continuity and security of employment for Employees and to ensure that the Employer's equipment is operated only by qualified, experienced and capable persons, the Employer agrees that in relation to the operation of tower cranes all tower cranes which are hired out by the Employer (or by an associated entity of the Employer), and which are capable of being operated by Employees of the Employer shall be supplied with a suitably qualified crane crew who are current Employees of the Employer for the duration of the hire period.

## 29. **INDIVIDUAL FLEXIBILITY AGREEMENTS**

- 29.1 Where the Employer wants to enter into a variation agreement it must provide a written proposal to the Employee and the Union. Where the Employee's understanding of written English is limited, the Employer must take measures, including translation into an appropriate language, to ensure the Employee understands the proposal.
- 29.2 The Employer must ensure that any variation agreement is genuinely agreed to by the Employer, the Union and the Employee and that the terms of the variation agreement:
- (a) are about permitted matters under section 172 of the FW Act; and
  - (b) Relates only to:
    - (i) Salary sacrifice agreements
    - (ii) Increase in annual leave accrual each year
    - (iii) Increase in rate of accrual of Rostered days off
    - (iv) Increase in wages
    - (v) Increase in training leave (Union or otherwise)
  - (c) are not unlawful terms under section 194 of the FW Act; and
  - (d) result in the Employee being better off overall than the Employee would be if no arrangement (variation agreement) was made.
- 29.3 The Employer must also ensure that any such variation agreement is:
- (a) Agreed to by the Union
  - (b) in writing (including details of the terms that will be varied, how the variation agreement will vary the effect of the Enterprise Agreement terms, how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement, and the day on which the arrangement commences)
  - (c) includes the name of the Employer and Employee

- (d) signed by the Employer and the Employee, and if the Employee is under 18, by a parent or guardian of the Employee
  - (e) provided to the Employee within 14 days after it is agreed to: and
  - (f) able to be terminated by either the Employer or Employee giving written notice of not more than 28 days, or at any time by both parties agreeing in writing.
- 29.4 Where any of the requirements of this clause are not met, the variation agreement is of no effect.

### 30. JOB SHARE

- 30.1 In order to promote flexibility in the workplace, in particular for older workers and single parents, the parties agree to consider job sharing arrangements only in accordance with this clause.
- 30.2 For the purposes of this agreement job sharing is defined as two permanent Employees of the same classification sharing one full-time position. This is taken to mean that the 2 positions shall provide a combined minimum of 36 ordinary hours.
- 30.3 All job share arrangements shall be subject to agreement between the Union and the Employer and must be confirmed in writing to the Employee prior to the commencement of such an arrangement.
- 30.4 Variation of a job share agreement will require consultation between the relevant Employees, the Employer and the Union and 14 days' notice of variation unless agreed by all parties.
- 30.5 The termination of a Job Share agreement will require consultation between the relevant Employees, the Employer and the Union and 28 days' notice unless agreed by all parties.
- 30.6 Superannuation and BERT payments will be calculated on a pro rata basis. As will any allowances that are calculated on a weekly basis.
- 30.7 Breaches of this clause will require the breaching Employer to back pay both employees as if employed fulltime 50 hours per week for the length of the Job Share agreement.

## PART 5 WAGES AND ALLOWANCES

### 31. WAGES

- 31.1 Employees must be paid wages in accordance with APPENDIX 1 from the first full pay period after the dates specified. Those rates include the following increases:

Date	Percent
1 July 2023	5%
1 July 2024	5%
1 July 2025	5%
1 July 2026	5%
1 July 2027	5%

- 31.2 The wage rates detailed in APPENDIX 1 of this agreement are structured as follows:

- (a) The wage rates detailed in APPENDIX 1 for classifications CW1 to CW4 inclusive include the weekly hand tool allowance (where relevant)
- (b) The ordinary time hourly rate for all purposes shall be calculated by dividing the appropriate weekly rate by 36.
- (c) The wage rates for classifications CW 5 and above detailed in APPENDIX 1 do not contain the weekly hand tool allowance. Where this allowance is applicable, it must be paid in addition to the rates contained in APPENDIX 1.

31.3 Wages for apprentices shall be calculated by applying a fixed percentage to the rates of specific trades as provided by the applicable award or order. Provided that the trade rate shall not include the hand tool or power tool allowances for the purpose of this calculation.

#### **Jump Up**

31.4 Where on a site at which the employee is engaged the wages and conditions for the majority of people employed are higher than those provided in this enterprise agreement, the employee will receive such higher wages and conditions in accordance with their relevant classification.

### **32. CLASSIFICATIONS**

32.1 The Classification levels for Employees engaged under this agreement shall be read in accordance with the Award unless specifically amended by the terms of this Agreement. Classification levels, relativities, pay rates and other details are contained in APPENDIX 1.

#### **Marker/Setter Out**

32.2 An Employee not already engaged as CW4 (marker/setter) shall be paid an all-purpose allowance of 5% of his/her applicable hourly rate when performing this work.

#### **Higher Duties**

32.3 Where any Employee on any day performs two or more classes of work to which different rates of pay are applicable, the Employee shall be paid at the higher hourly rate for the day if the Employee is required to work at that class of work for two (2) hours or more, and if for less than two (2) hours during any one (1) day the Employee will be paid the higher rate for the time so worked.

#### **Health and Safety Representative**

32.4 Where an Employee is elected by Employees of the Employer as a HSR and agrees to undertake the required training to fulfil the role, the Employee will be classified as the higher of CW4, or the Employee's usual classification. In addition, a HSR is entitled to an all-purpose hourly allowance for the life of this agreement as per the table at Appendix 2 – Health and Safety Representatives Allowance.

- (a) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to clauses 32.4 and 32.5.

#### **Union Delegate**

32.5 Where an Employee is elected by Employees of the Employer as a Union Delegate, and the Union notifies the Employer of this election, the Employee will be classified as the higher of CW4, or the Employees usual classification. In addition, a Union Delegate is entitled to an all-purpose hourly allowance for the life of this agreement as per the table at Appendix 2 – Delegate Allowance.

- (a) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to clauses 32.4 and 32.5. Notwithstanding, no Union Delegate will suffer a reduction in pay as a result of the implementation of this clause.

### 33. SUPERANNUATION

- 33.1 It is agreed that the default fund under this agreement shall be BUSSQ.
- 33.2 All Employees shall be entitled to receive Employer superannuation contributions and shall also co-contribute a minimum amount from their wages.
- 33.3 On projects where the Total Cost of Work is \$50m or greater, the Employer will contribute on behalf of each Employee the following minimum weekly amount:

Date	1/7/2022	1/7/2023	1/7/2024	1/7/2025	1/7/2026	1/07/2027
Super	\$255/week	\$285/week	\$297/week	\$310/week	\$323/week	\$345/week

- 33.4 On projects where the Total Cost of Work is \$50m or greater, every Employee shall co-contribute by way of salary sacrifice the following minimum weekly amount:

Date	1/7/2022	1/7/2023	1/7/2024	1/7/2025	1/7/2026	1/07/2027
Co-Cont.	\$64/week	\$72/week	\$75/week	\$78/week	\$81/week	\$85/week

- 33.5 The contributions in clauses 33.3 and 33.4 shall be in addition to all other entitlements prescribed by this Agreement.
- 33.6 Contributions for apprentices shall be calculated at 12% of ordinary time earnings.
- 33.7 Apprentices shall co-contribute by the way of salary sacrifice 3% of ordinary time earnings.
- 33.8 On projects where the Total Cost of Work is less than \$50m, superannuation shall be calculated at the rate outlined in the Superannuation Guarantee (Administration) Act 1992 (SGAA), be paid on all hours worked, up to a maximum of 36 hours per week and contributed to the Superannuation fund on a monthly basis.
- 33.9 Where an employee has worked on multiple sites during the week, the higher contribution for superannuation outlined above will apply, provided the employee has worked any of the week on a project where the Total Cost of Work is \$50m or greater.
- 33.10 The Employer will, on behalf of the Employee, forward the above amounts directly to each Employee's superannuation account at least once each calendar month.
- 33.11 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by Qleave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.
- 33.12 Should it be established that the Employer has failed to make payments as required; the Employer shall be liable to make the appropriate contributions immediately upon being notified of the non-compliance. Further, the Employer shall pay an additional 10% per annum (calculated on a pro-rata basis) to offset the interest that the contributions would have attracted in the relevant fund had they been paid on the due dates. The requirement for the Employer to make retrospective payments shall not limit any common law action which may be available in relation to death, disablement, or any similar cover existing within the terms of a relevant fund.

#### 34. SALARY SACRIFICE ARRANGEMENTS

- 34.1 Employees covered by this Agreement will have access to salary sacrifice arrangements in addition to the compulsory arrangement detailed above. The requirements of any such arrangements shall ensure that:
- (a) Accessing a salary sacrifice arrangement is a voluntary decision to be made by the individual Employee.
  - (b) An Employee wishing to enter into a salary sacrifice arrangement will be required to notify their Employer in writing of the intention to do so and have sought expert advice in relation to entering into such an arrangement.
  - (c) The Employer shall meet the cost of implementing the administrative and payroll arrangements necessary for the introduction of salary sacrifice to the Employees under the Agreement.
  - (d) The co-contribution of superannuation payments referred to herein shall be made by way of salary sacrifice arrangements.

#### 35. INCOME PROTECTION AND PORTABLE UNUSED SICK LEAVE

- 35.1 The Employer will contribute the following amounts (including GST) per week to CIPQ in respect of each of its Employees for, or on account of, the premium insuring income protection for each of those Employees:

Date	1/3/2022	1/3/2023	1/3/2024	1/3/2025	1/3/2026	1/3/2027
CIPS	\$41.30	\$47.00	\$51.00	\$54.00	*	*

\*To be advised in accordance with 35.2\*

The income protection policy provided by the Employer will provide \$1600 as a weekly benefit in the event of a claim.

- 35.2 If CIPQ decides that a higher weekly rate per Employee must be paid or provided, the Employer must pay that higher rate as and from the date CIPQ determines. Payment at the rate specified under clause 35.1 from the date determined by CIPQ will satisfy the Employer's obligations under clause 35.1.
- 35.3 If the Employer does not contribute to CIPQ the amount required under clause 35.1 in respect of each and every Employee, the Employer will pay an additional \$1,500 per week on top of what benefit the policy provides and also reimburse the Employee for costs (i.e. medical expenses, claims management and rehabilitation expenses) incurred by the Employee, for a period of three years in the event that an Employee is unable to make a claim because of the non-payment by the Employer.
- 35.4 All accrued and unused sick leave will be notified to CIPQ upon termination for each employee, for the purposes of portable sick leave.

#### 36. REDUNDANCY

- 36.1 The Employer will utilise BERT to meet all of the liabilities for Redundancy payments and further to ensure that an amount equal to the credit balance of the Employee's account in the Employee's Redundancy fund is paid to the Employee when the Employee is entitled to that payment pursuant to the terms of the Employee's Redundancy fund.
- 36.2 For projects where the Total Cost of Work is \$50m or greater, the Employer will contribute on behalf of each Employee the following minimum weekly amount listed below for redundancy:



1 January 2022	1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
\$115.00	\$120.00	\$126.00	\$138.00	\$151.00	\$165

\*New rates are effective from the first pay period of the month listed\*

At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

1 January 2022	1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
\$14.90	\$17.50	\$20.00	\$23.00	\$25.00	\$28.00

\*New rates are effective from the first pay period of the month listed\*

- 36.3 For projects where the Total Cost of Work is less than \$50m, the Employer will contribute on behalf of each Employee the following minimum weekly amount for redundancy:

1 January 2022	1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
\$54.00	\$82.00	\$87.00	\$91.00	\$96.50	\$100.00

\*New rates are effective from the first pay period of the month listed\*

At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

1 January 2022	1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
\$6.00	\$9.00	\$9.50	\$10.00	\$10.50	\$11.00

\*New rates are effective from the first pay period of the month listed\*

- 36.4 Where an employee has worked on multiple sites during the week, the higher contributions for BERT and BEWT outlined above will apply, provided the employee has worked any of the week on a project where the Total Cost of Work is \$50m or greater.

- 36.5 Apprentice contributions shall be calculated using the following percentage of the trade rate:

Stage	4 year Apprentice Percentage	3 year Apprentice Percentage
1st	50%	50%
2nd		
3rd		
4th		
5th		
6th		
7th		
8th		
9th		
10th		

- 36.6 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by QLeave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make

contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

- 36.7 Where the Employee's balance in the Employee's Redundancy fund reaches \$20,000.00 or an amount that equals 10 weeks' wages, the Employee will have the option to continue to have contributions paid to their Redundancy fund or redirected to BUSSQ. It is the Employee's option only. Where an employee exercises (or has exercised) this option, his or her Redundancy entitlement will be deemed met for all current and future entitlements arising from the current employment engagement.
- 36.8 Contributions to the Employee's Redundancy fund must be made, at a minimum, monthly, by no later than the 15<sup>th</sup> of the following month. Details of the Employer's contribution for each month including when contribution was made and for how much, are to be shown on the Employee's wage statement by the end of the second week of each subsequent month. Late payments shall attract a penalty of 10% of the total amount due, unless there is a reasonable explanation that is acceptable to the parties of this agreement.

### 37. ALLOWANCES

- 37.1 In addition to the wage rates prescribed in this Agreement, Employees shall be paid additional allowances as provided for by the Award. The rates for the various allowances shall be as provided below and/or in APPENDIX 2 of this Agreement.
- 37.2 The rates for all allowances shall be payable from the commencement of the first pay period after the dates specified.

#### Fares and Travel Allowance

- 37.3 All Employees shall be entitled to receive the fares and travel allowance as follows:

(a) Employees engaged on projects valued over \$50 million.

Distance	1/9/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
Zone 1	\$55 per day*	\$60 per day	\$62 per day	\$64 per day	\$66 per day
Zone 2	\$75 per day	\$80 per day	\$82 per day	\$84 per day	\$86 per day
Zone 3	\$95 per day	\$100 per day	\$102 per day	\$104 per day	\$106 per day

\*This rate applies from 1/7/2023

(b) Employees engaged on projects valued under \$50 million.

Distance	1/9/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
Zone 1	\$30 per day*	\$35 per day	\$37 per day	\$39 per day	\$41 per day
Zone 2	\$50 per day	\$55 per day	\$57 per day	\$59 per day	\$61 per day
Zone 3	\$70 per day	\$75 per day	\$77 per day	\$79 per day	\$81 per day

\*This rate applies from 1/7/2023



- (c) Zone 2 and 3 only apply to employees who live further than 50Kms from their place of work.
- (d) There shall exist zone borders at both 50kms, 100kms and 150kms from the business address where the employee is engaged. The business address where the employee is engaged will be the address listed in definitions under 'Employer' or by written agreement with the Union.
- (e) At the commencement of the project the radial distance from the business address to the project will be calculated.
- (f) Employees will be paid the corresponding travel allowance based on the zone the project is located in relative to the business address where they are engaged. Appendix 2 contains visual representation to enable easier understanding of this clause.
- (g) In the event that the Employer supplies a vehicle for travelling to and from work to the employee the amount of travel paid for zone 2 and 3 will be the difference between the relevant zone travelled too and the amount due from zone one. This shall be considered payment for distant travel.
- (h) No employee will be worse off, than they were directly prior to certification, due to the implementation of this clause.
- (i) For clarity the fares and travel allowance under the applicable awards will not apply. The allowances for being sent to multiple jobs in a day as listed in Appendix 2 will continue to apply.
- (j) Apprentices shall receive the following percentage of the amount detailed above:

Stage	Percentage	Stage	Percentage
1st	75%	3rd	90%
2nd	85%	4th	95%

### Leading Hand

- 37.4 A leading hand is an Employee who is given by the Employer, or the Employer's agent, the responsibility of directing and/or supervising the work of one or more other persons. A person specifically appointed to be a leading hand, will be paid for all purposes, the leading hand allowance appropriate for the number of persons in the Employee's charge. Additionally, a leading hand will be paid at the hourly rate of the highest classification supervised or the Employee's own hourly rate, whichever is the highest.

### Living Away from Home Allowance

- 37.5 Where an Employee is engaged on distant work, the provision of reasonable board and lodgings will be supplied by the Employer, at no cost to the Employee.
- (a) Reasonable board and lodging means, a minimum of three adequate meals per day, and a single room (not shared) which is quiet with air conditioning/heating, suitable ventilation, comfortable and clean bedding, appropriate lighting and furnishings, an ensuite with a toilet, shower and basin both with running hot and cold water, a television and tea and coffee making facilities. All facilities must be clean and fully functioning.
  - (b) Where reasonable board and lodging are not available, the Employer and the Employee may agree to alternative arrangements, provided that the Employee is not placed in a financial disadvantage as a result of the alternative arrangement.
  - (c) If the Employer does not supply meals then an allowance will be paid per meal in accordance with appendix 2 per meal not supplied.
  - (d) Where Employees are required to work on a project more than 150km from the business address where the Employee is engaged, this shall be referred to as distant work. Distant

work shall only be undertaken with agreement from the Union. Such agreement will take into consideration daily travelling time and its effect on fatigue and may include an agreement to enact the distant works provision of this agreement where workers are required to travel less than 150km.

- (e) Rosters for distant work shall be agreed in writing between the Employer and the Union before the distant work commences.
- (f) Employees rostered for distant work must be notified in writing by the Employer. To ensure fatigue is managed safely, no Employee will be required to work on distant work for more than 14 consecutive days or have less than 7 consecutive days between engagements on distant work. Notwithstanding any other requirements in this clause, no Employee will be required to be away from home for more than 3 weeks without returning home at the Employer's expense.
- (g) An Employee may refuse to work in circumstances where the working would result in the Employee working hours which are unreasonable having regard to matters including:
  - (i) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;
  - (ii) the Employee's personal circumstances including any family responsibilities.
  - (iii) the needs of the workplace or enterprise;
  - (iv) the notice (if any) given by the Employer, and by the Employee of his or her intention to refuse it; and
  - (v) any other relevant matter.
- (h) All time spent by Employees travelling to and from distant work will be paid as if worked during the time the travel is taken.

#### Power Tools

- 37.6 Where an Employee is specifically required to supply their own power tools (maximum of three commercial quality power tools plus a lead) by the Employer, the Employer will be responsible for all consumables and tagging and will replace all stolen tools if in an Employer lock up. Where the Employer requires the Employee to lend a power tool to another Employee, the Employer is deemed to have taken ownership of the tool and will replace the tool with a new tool of the same brand and model or an agreed alternative. The Employer will pay the rate per hour: as detailed in APPENDIX 2 of this Agreement.

#### Site Allowance

- 37.7 A Site Allowance as detailed below will be paid as a flat amount for each hour worked and will remain unaltered for the duration of each project. At the commencement of any new project by the Employer the Employer will inform the relevant Employees of the value of the project. Where there is a dispute with the value of the project, the Qleave or NTBuild declaration of the "Total Cost of Work" will apply.

Value of Project	Site Allowance	Value of Project	Site Allowance
\$50m-\$80m	\$1.70	\$500m-\$600m	\$6.00
\$80m-\$100m	\$2.50	\$600m-\$700m	\$7.00
\$100m-\$200m	\$3.50	\$700m-\$800m	\$8.00



\$200m-\$300m	\$4.50	\$800m-\$900m	\$9.00
\$300m-\$400m	\$5.00	\$900m-\$1b	\$10.00
\$400m-\$500m	\$5.50	\$1b +	\$11.00

- (a) Site Allowance is not subject to any premium or penalty and shall compensate for
- (b) all disabilities other than:
- (i) Heavy Blocks
  - (ii) Explosive
  - (iii) Powered Tools
  - (iv) Scaffolder's Licence Allowance
  - (v) Unbacked Insulation
  - (vi) Swing Stage
  - (vii) Height/ Multi Storey.

For these items the applicable rate in APPENDIX 2 will apply.

NB: the Living Away from Home Allowance, travel allowance, transfers during working hours and all allowances referred to in clause 37 of this Agreement are not disability allowances for the purposes of this clause.

#### Height Allowance

- 37.8 Height allowance will be payable on all multi-story projects from commencement as per the following:
- a) Where the Total Cost of Work is \$50m or greater, height allowance shall be paid in accordance with the rates in Appendix 2 of this Agreement.
  - b) Where the Total Cost of Work is less than \$50m, the value of height allowance shall be paid in accordance with the Building and Construction General Onsite Award 2020.
- 37.9 The applicable Height and Site Allowances will be paid to Employees on a project in respect of works performed by the Employer on that project:
- a) Up to the Employer's contractual practical completion for the last separable portion of that project, and
  - b) Also, to any additional work that is continuous and carried out by the Employees of the Employer on that project post practical completion, that falls under the Employer's original contract (for example defects work).

#### Engagement of more than one mobile crane

- 37.10 Where more than one mobile crane is engaged on any single lift the following additional payments shall be made per lift:

Number of Cranes	1/07/2023	1/7/2024	1/07/2025	1/07/2026	1/07/2027
2	\$4.64	\$4.87	\$5.12	\$5.37	\$5.64
3	\$8.92	\$9.37	\$9.84	\$10.33	\$10.85
4	\$13.72	\$14.41	\$15.15	\$15.89	\$16.68
5+	\$18.13	\$19.04	\$19.99	\$20.99	\$22.04

## PART 6 HOURS OF WORK

### 38. HOURS OF WORK

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- 38.1 Appendix 2 contains a visual representation to aid in the interpretation of hours of work clauses under this document.

#### Ordinary hours

- 38.2 Except as provided elsewhere in this Agreement, the ordinary working hours will be 36 hours per week (7.2 hours per day) worked between 6.00am and 6.00pm Monday to Friday. All time worked outside the aforementioned span of hours shall be by agreement with and notified to the Union and paid at double time. Agreement will not unreasonably be withheld.
- 38.3 There must be allowed, without deduction of pay, a minimum rest break of 20 minutes between 9.00am and 11.00am in lieu of an afternoon rest pause.

#### Start and Finish Times

- 38.4 Typically, work should not commence later than 7.00am on any day unless prior written agreement has been reached with the Union.
- 38.5 Any hours worked between 4.00am and 6.00am will be paid at double time for the disability of starting early and accrue towards the ordinary hours for the day.
- 38.6 Alteration of the typical start and finish times within the spread of ordinary daily hours shall be by written agreement with the Union. Additionally, the Employer will;
- (a) provide not less than 48 hours' notice to affected Employees of the change to start and finish times;
  - (b) have regard to the intention of avoiding excessive overtime.

#### Overtime

- 38.7 It is the intention of the Employer and Employees that excessive overtime will not be worked.
- (a) To this end the general standard of weekly hours will usually not be more than 50 per week, which shall be taken to mean not more than 10 hours per day Monday to Friday, for an individual Employee. The aforesaid 'usual weekly hours' of the affected Employees may by agreement be exceeded from time to time to perform works which the Employer considers necessary and to meet operational requirements including but not limited to the need to perform works which are critical to the ongoing productivity or safety of other employees on the project or where a critical work task is delayed due to unforeseen circumstances.
- 38.8 Reflecting this intention, it is recognised that:
- (a) The Employer is not restricted as to the setting of daily hours within the 50-hour general standard;
  - (b) Subject to written agreement with the Union a majority of Employees may agree to work on a Saturday following a Monday RDO, provided there is strict adherence with the rest of this clause. Agreement will not unreasonably be withheld, and particular consideration shall be given to weeks where both RDOs and public holidays occur.
- 38.9 An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable having regard to matters including:
- (a) any risk to Employee health and safety including the risk of fatigue i.e., excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees
  - (b) the Employee's personal circumstances including any family responsibilities



- (c) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and
- (d) any other relevant matter.

#### **Overtime Penalty Rates**

- 38.10 On projects where the Total Cost of Work is \$50m or greater, all time worked in excess of the ordinary hours and on weekends shall be paid at double time.
- 38.11 On projects where the Total Cost of Work is less than \$50m, the overtime penalties will be paid for at the rate of time and a half for the first two hours and at double time thereafter, notwithstanding this, all hours worked on Saturdays and Sunday will be paid at Double time.

#### **Shiftwork**

- 38.12 All shifts starting or finishing more than 2 hours outside of the ordinary hours of work will be classified as Shiftwork and be paid at double time for the entire shift. Appendix 2 of this agreement contains a visual representation to clarify hours of work obligations.
- 38.13 An early start between 4.00am and 6.00am on a regular day shift will be paid at double time for those hours worked up until 6.00am and will count towards the ordinary hours for the day and not be considered shift work for the purposes of this clause.
- 38.14 A late finish between 6.00pm and 8.00pm will be paid at double time for those hours worked outside the ordinary span of hours, will count towards the ordinary hours for the day if occurring within 8 hours of the start time and not be considered shift work for the purposes of this clause.
- 38.15 Shiftwork shall be paid at the rate of double time for all hours worked.
- 38.16 Unless otherwise agreed between the parties an Employee who has to work Shiftwork shall be given at least 48 hours' notice of the requirements to work shift work.
- 38.17 An Employee may refuse to work shiftwork in circumstances where the working of such shift would result in the Employee working hours which are unreasonable having regard to matters including:
  - (a) any risk to Employee health and safety including the risk of fatigue i.e., excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees
  - (b) the Employee's personal circumstances including any family responsibilities
  - (c) the notice (if any) given by the Employer of the shiftwork and by the Employee of his or her intention to refuse it; and
  - (d) any other relevant matter.
- 38.18 This clause will replace the Shiftwork clause under the Award.

#### **Easter and Christmas**

- 38.19 An Employee required to work during the Easter and Christmas period, that is to work on any day between and inclusive of Christmas Day and New Year's Day and any day, between and inclusive of Good Friday and Easter Monday, shall be paid 300% of the hourly rate prescribed in the Agreement for the Employee's classification. Any work undertaken during these periods will be by written agreement with the Union.

#### **39. EMPLOYEE ROSTERED DAY OFF**

- 39.1 Ordinary working hours will be scheduled in a 10 day cycle, Monday to Friday inclusive, with 8 ordinary working hours worked for each of 9 days and with 0.8 of an hour on each of those days accruing toward the tenth day, which will be known as the rostered day off (RDO).

- 39.2 26 rostered days are scheduled to be taken off by an Employee for every 12 months' continuous service in accordance with the dates set out in the calendar contained in APPENDIX 3. The purpose of this calendar is to ensure workers and site management manage their fatigue levels, thereby encouraging safer and more productive Projects. Calendars for years not contained in this agreement will be published by the Union when the Holiday and School Terms are released by the Queensland Government.
- 39.3 Payment for RDOs will include an entitlement to the daily fares and travel allowance.
- 39.4 Each day of leave taken and any public holiday occurring during any cycle will be regarded as a day worked for accrual purposes.
- 39.5 An Employee who has not worked a complete cycle will receive pro rata accrued entitlements payable for the rostered day off.
- 39.6 Where an Employee has insufficient accruals for an RDO, the Employer may by agreement with the affected Employee, offset any deficiency from the Employee's annual leave entitlement.
- 39.7 Where the Employer wants an Employee or Employees to work on an RDO, the following process shall be followed:
- (a) The Employer shall establish that there is a genuine need for the work to take place on the RDO. Examples of where work may take place include, but are not limited to, the following:
    - (i) jumping cranes, erecting, or dismantling jump form, high-risk activity after consultation with the safety committee),
  - (b) The Employer must consult with the affected Employee(s); and
  - (c) All work on RDO's will only occur by agreement between the Employer and the Union. Such agreement will be in writing.
- 39.8 The Employer is committed to providing as much notice as is reasonably practicable for a requirement to work. Wherever possible, the process outlined above will occur at least 7 calendar days prior to the RDO in question.
- 39.9 An Employee may refuse to work an RDO in circumstances where the working of such a RDO would result in the Employee working hours which are unreasonable having regard to matters including:
- (a) any risk to Employee health and safety including the risk of fatigue i.e., excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees
  - (b) the Employee's personal circumstances including any family responsibilities
  - (c) any other relevant matter.
- 39.10 Where the procedure in clause 39.7 above has been followed and at least seven days' notice has been provided to Employees to work on the RDO, Employee's must be paid for at 200% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment for 8 hours, for that RDO. Where the procedure in clause 39.7 above has not been followed or less than 7 days' notice has been provided to Employees to work on the RDO, Employee's must be paid at 250% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment of 8 hours, for that RDO.
- 39.11 In addition to the loadings listed above, employees will be provided the opportunity to take the RDO at a later date of their choosing for each RDO that they are required to work.
- 39.12 Up to five (5) RDOs may be accrued under normal industry flexibilities. Accrued RDOs will be taken in the calendar year they were due or be transferred to the employee's annual leave bank in the last pay period of the calendar year provided sufficient RDO hours are retained to cover the scheduled RDOs for January of the following year.

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#### 40. PRODUCTIVITY SCHEMES

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- 40.1 Productivity Schemes will be prohibited unless written agreement has been reached between the Employer and The Union.

### PART 7 LEAVE

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#### 41. LEAVE

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##### Annual leave

- 41.1 An employee's entitlement to annual leave will be consistent with the NES contained in the FW Act.
- 41.2 Annual leave shall accrue at the rate of three-hours per week (i.e. 36 ordinary hours) of service. If the Employee is a Continuous Shiftworker (as defined in this Agreement), the Employee shall accrue annual leave at the rate of 3.75 hours per week (i.e. 36 ordinary hours) of service.
- 41.3 The Employer will not unreasonably refuse a request for annual leave by an Employee.
- 41.4 Annual leave will be paid at the rate the Employee would have received if ordinary hours had been worked during the period of leave (including applicable allowances), plus a loading of 17.5%.
- 41.5 At the termination of employment, the Employee will be paid out all outstanding annual leave entitlements, including the 17.5% loading. The annual leave will be paid out as if the Employee were taking leave, commencing from the end of the termination notice period. As such, any public holidays occurring during the period for which the annual leave entitlement applies, will be paid for in addition to the annual leave entitlement.

##### Personal leave

- 41.6 Permanent Employees shall be entitled to paid leave when they are absent from work due to:
- (a) personal illness or injury (sick leave, a form of personal leave)
  - (b) for the purposes of caring for partners, children and/or other household or family members who are sick or in a personal emergency and require the Employee's care and support (carer's leave, another form of personal leave)
  - (c) for cultural purposes as defined in clause 8.6 of this agreement; or
  - (d) compassionate leave.
- 41.7 Personal leave shall accrue as follows:
- (a) Three days in the first month and then one additional day at the beginning of each of the next nine-calendar months will be available in the first year of employment
  - (b) 12 days at the beginning of the Employees second and each subsequent year will commence on the anniversary of engagement
  - (c) All unused personal leave is cumulative.
- 41.8 If required by the Employer, when an Employee is absent for more than two-consecutive days the Employee is required to give the Employer a doctor's certificate, or other reasonably acceptable evidence, about the nature and approximate duration of the illness.
- 41.9 Unpaid carer's leave will be in accordance with the NES.

##### Parental leave

- 41.10 An employee is entitled to the Parental Leave provisions contained within the NES.
- 41.11 In addition to the entitlement under the NES the Employer will pay an additional amount as follows:

- (a) Where the employee is to be the primary care giver, pay the equivalent of the difference between the Government paid parental leave scheme and the employees normal take home pay for a period of four (4) weeks.
- (b) Where the employee is not to be the primary care giver, pay the equivalent of the difference between the government paid parental leave scheme and the employees normal take home pay for a period of two (2) weeks.

41.12 To avoid doubt, if the Government paid parental leave scheme ceases to exist the Employer will pay to the employee the employees normal take home pay for the periods set out above.

#### **Compassionate leave**

41.13 Employees are entitled to compassionate leave in accordance with the National Employment Standards contained in the FW Act. In addition, compassionate leave is available for Employees upon the death of a family or household member, or close family Relatives.

#### **Community Service Leave**

41.14 Community Service Leave will be in accordance with the FW Act.

#### **Long Service Leave**

41.15 All Employees covered by this Agreement are entitled to long service leave on full pay under, subject to, and in accordance with, the provisions of Division 9, sections 93-114 of the *Industrial Relations Act 2016 (Qld)* as amended from time to time, or the provisions of the *Building and Construction Industry (Portable Long Service Leave) Act 1991 (Qld)*. Section 95 subsection (4) of the *Industrial Relations Act 2016 (Qld)* does not apply to Employees covered by this Agreement.

#### **Unpaid leave**

41.16 Employees may take unpaid leave (in addition to any entitlements to certain types of unpaid leave that are available in accordance with the NES). Such leave will be subject to the Employer's approval except for up to five-days per year of unpaid leave, which may be taken by notice given at or before the commencement of such leave. Unpaid leave can be taken for less than a day.

#### **Public Holidays**

41.17 Employee entitled to be absent on public holiday.

41.18 An Employee is entitled to be absent from their employment on a day or part-day that is a public holiday in the place where the employee is based for work purposes. If, in accordance with this clause, an employee is absent from his or her employment on a day or part-day that is a public holiday, the Employer must pay the employee at the employee's base rate of pay for the employee's ordinary hours of work on the day.

41.19 Reasonable requests to work on public holidays.

(a) The Employer may request an Employee to work on a public holiday if the request is reasonable. Further, written agreement must be reached between the Employer and the Union for any work on public holidays.

(b) If the Employer requests an Employee to work on a public holiday, the Employee may refuse the request if

- (i) the request is not reasonable; or
- (ii) the refusal is reasonable.

41.20 In determining whether a request, or a refusal of a request, to work on a public holiday is reasonable, the following must be taken into account:



- (a) the nature of the Employer's workplace or enterprise (including its operational requirements), and the nature of the work performed by the employee
- (b) the Employee's personal circumstances, including family responsibilities
- (c) whether the Employee could reasonably expect that the Employer might request work on the public holiday
- (d) whether the Employee is entitled to receive overtime payments, penalty rates or other compensation for, or a level of remuneration that reflects an expectation of, work on the public holiday
- (e) the type of employment of the Employee (for example, whether full-time, part-time, casual or shiftwork)
- (f) the amount of notice in advance of the public holiday given by the Employer when making the request
- (g) in relation to the refusal of a request—the amount of notice in advance of the public holiday given by the Employee when refusing the request
- (h) any other relevant matter.

41.21 All work done by any employee on:

- 1st January
- 26th January
- Good Friday
- Easter Saturday (the day after Good Friday)
- Easter Sunday
- Easter Monday
- 25th April (Anzac Day)
- May Day
- The Birthday of the Sovereign
- Christmas Eve (from 6.00pm to midnight)
- Christmas Day
- Boxing Day; or
- any day appointed under the Holidays Act 1983 will be paid for at the rate of double time and a-half with a minimum of 4 hours.

41.22 In addition to the days set out above, Employees will be entitled to public holidays on any other day, or part-day, declared or prescribed by or under a law of Queensland to be observed generally within the Queensland, or a region of the State of Queensland, as a public holiday, other than a day or part-day, or a kind of day or part-day, that is excluded by the regulations from counting as a public holiday.

## **42. FAMILY VIOLENCE LEAVE**

### **General Principles**

42.1 The Employer recognises that Employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. The Employer is committed to providing support to staff that are subjected to family and/or domestic violence.

- 42.2 Understanding the traumatic nature of family and/or domestic violence the Employer will support their Employee if they have difficulties performing tasks at work. No adverse action will be taken against an employee if their attendance or performance at work suffers as a result of being subjected to family and/or domestic violence. An Employee will not be discriminated against or have adverse action taken against them because of their disclosure of, experience of, or perceived experience of, family violence.

#### **Definition of Family and/or Domestic Violence**

- 42.3 For the purpose of this clause, family and/or domestic violence is defined as any violent, threatening or other abusive behavior by a person against a member of the person's family or household (current or former). To avoid doubt, this definition includes behavior that:
- (a) is physically or sexually abusive; or
  - (b) is emotionally or psychologically abusive; or
  - (c) is economically abusive; or
  - (d) is threatening; or
  - (e) is coercive; or
  - (f) in any other way controls or dominates the family or household member and causes that person to feel fear for their safety or wellbeing or that of another person; or
  - (g) causes a child to hear or witness, or otherwise be exposed to the effects of, such behavior.

#### **Family and/or Domestic Violence Leave**

- 42.4 An Employee, including a casual Employee, who is subjected to family and/or domestic violence is entitled to 10 days per year of paid family and/or domestic violence leave for the purpose of:
- (a) attending legal proceedings, counselling, appointments with a medical or legal practitioner
  - (b) relocation or making other safety arrangements; or
  - (c) other activities associated with the experience of family and/or domestic violence.
- 42.5 In addition, an Employee, including a casual Employee, who provides support to a close personal contact who is subjected to family and/or domestic violence is entitled to access family and/or domestic leave for the purpose of:
- (a) accompanying that person to legal proceedings, counselling, appointments with a medical or legal practitioner
  - (b) assisting with relocation or other safety arrangements; or
  - (c) other activities associated with the family and/or domestic violence including caring for children.
- 42.6 This leave will be in addition to existing leave entitlements, may be taken as consecutive or single days or as a fraction of a day, and can be taken without prior approval.
- 42.7 Upon exhaustion of the leave entitlement in clause 42.4, Employees will be entitled to up to [2] days unpaid family and/or domestic violence leave on each occasion.

#### **Notice and Evidentiary Requirements**

- 42.8 The employee will give his or her employer notice as soon as reasonably practicable of their request to take leave under this clause.
- 42.9 If required by the Employer, the Employee must provide evidence that would satisfy a reasonable person that the leave is for the purpose as set out in clause 42.4. Such evidence may

include a document issued by the police service, a court, a health professional, a family violence support service, a lawyer, a financial institution, an accountant or a statutory declaration.

- 42.10 The Employer must ensure that any personal information provided by the Employee to the employer concerning an Employee's experience of family and/or domestic violence is kept confidential. Information will not be kept on an Employee's personnel file.

#### **Individual Support**

- 42.11 In order to provide support to an Employee who is subjected to family and/or domestic violence and to provide a safe work environment to all Employees, the Employer will approve any reasonable request from an Employee subjected to family and/or domestic violence for:
- (a) changes to their span of hours or pattern or hours and/or shift patterns
  - (b) job redesign or changes to duties
  - (c) relocation to suitable employment within the Employer
  - (d) a change to their telephone number or email address to avoid harassing contact; or
  - (e) any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements.

## **PART 8 TERMINATION**

### **43. TERMINATION**

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- 43.1 The Employer will consult with the Union prior to making any decision to terminate make redundant or any other form of cancelling the employment contract for any Employee.
- 43.2 Employment may be terminated by the Employer due to performance/general misconduct, serious and willful misconduct, or Redundancy.

#### **Performance/General Misconduct**

- 43.3 In the event that an Employee fails to maintain satisfactory performance levels in the case of general misconduct (e.g., lateness for work), the following 3 step counselling procedure will be applied. This procedure does not apply for Redundancy situations. An Employee may elect at any step to have their Employee Representative or any other person or persons of their choice, present. The Employee must be given an opportunity to respond to each allegation. At the request of the Employee, copies of any written warnings will be given to the Employee Representative or any other party to this Agreement.
- 43.4 Step 1- First Written Warning
- (a) The Employer will have a discussion with the Employee, and the Employer will advise the Employee of the problems that the Employer believes exist in relation to the Employee's conduct. If appropriate the Employer will then issue a written warning detailing:
    - (i) The issues of concern; and
    - (ii) The standards of improvement required.
- 43.5 Step 2- Final Written Warning
- (a) If the Employee fails to meet the standards of improvement in accordance with Step 1 within a reasonable period of time, the Employer will have a further discussion with the Employee in which it will advise the Employee of the problems the Employer believes exists in relation to the Employee's conduct. If appropriate the Employer will then issue a final written warning detailing:

- (i) The issues of concern; and
  - (ii) The standards of improvement required; and
  - (iii) That it is a final written warning and that failure to meet the standards of improvement stated therein may lead to dismissal.
- (b) If an Employee does not repeat the same offence which produced the need for the final warning, within 6 months of the warning, the final warning advice becomes null and void and cannot be considered grounds for dismissal.
- 43.6 Step 3- Dismissal
- (a) If after receiving a final warning, the Employee repeats the same conduct within a period of 6 months, then the Employee may be dismissed. A written notice of dismissal will be provided to the Employee by the Employer outlining the reasons for the dismissal.
- 43.7 The Employer shall provide to each terminated Employee a written statement specifying the period of employment and the classification or type of work performed by the Employee.
- 43.8 The Employer shall pay each terminated Employee all accrued entitlements and other wages owing within two business days of termination, or the Employee shall be entitled to claim payment for all time spent waiting for the wages up to a maximum of 8 hours pay per day (including Saturday and Sunday). This claim shall be regardless of whether or not the Employee remains on the job).
- 43.9 The Employer shall pay each terminated Employee for any public holiday that occurs in the period of annual leave that would have been payable had the Employee commenced annual leave on the date of termination. Where the Employee's leave balance would not include public holidays occurring within the 10 working days (excluding weekends) following termination, the Employee shall receive payment for these days.
- 43.10 In cases where the Employer is considering transferring, or terminating the services of an elected Union Delegate, Employee Representative, or a HSR, a five-day mandatory consultation period shall be initiated by the Employer in the form of a face to face meeting with the Union prior to any final decision on transfer or termination being made. The affected Employee and their nominated representative will be immediately advised in writing of the initiation of the consultation period and shall remain on the job during the consultation process. If the Employer fails to comply with any of these requirements, the notice period that the Employer must give to the affected Employee shall be increased to four weeks.
- 43.11 The Employer shall notify all funds upon termination of an Employee. This will include informing Qleave of time served.

## **PART 9 REPRESENTATION**

### **44. UNION DELEGATE**

- 44.1 Where an Employee has been elected as a Union Delegate, the Employer will recognise the following:
- (a) the right to be treated fairly and to perform their role without any discrimination in their employment
  - (b) for the Union Delegate to represent an Employee were requested in relation to a grievance, dispute or a discussion with a member of the Union
  - (c) the right to place information related to permitted matters in prominent locations in the workplace except that the material must not breach freedom of association, privacy and other applicable laws

- (d) the right to paid time to attend industrial tribunals and/or courts where they have been requested to do so by an Employee (which may include themselves) whom they represent in a particular dispute in their workplace
- (e) the right to paid time to assist and represent Employees who have requested them to represent them in respect of a dispute arising in their workplace
- (f) the right to represent the interests of members in their workplace to the Union, the Employer and industrial tribunals/courts
- (g) the right to represent the interests of Employees who request their assistance in their workplace to the Employer and industrial tribunals/courts
- (h) the right for reasonable time off to attend accredited union education
- (i) the right to take reasonable leave to work with the Union
- (j) the right to have reasonable time off to participate in the operation of the Union
- (k) the right to address new Employees about the benefits of union membership at the time that they enter employment or on their first day on site.

#### 45. UNION DELEGATE FACILITIES

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- 45.1 The Employer shall provide an agreed facility for the use of the Union Delegate to perform their duties and functions as the on-site representative of the Employees. The provision of the following facilities is to ensure that the Union Delegate is able to effectively perform their functions in a professional and timely manner. The facilities shall include:
- (a) a telephone
  - (b) an iPad equipped with mobile Internet access
  - (c) a table and chairs
  - (d) a filing cabinet
  - (e) air-conditioning/heating
  - (f) access to stationery and other administrative facilities, including use of facsimile, use of e-mail, (if available on site), following consultation between the Union Delegate and Site Management
  - (g) a private lockable area.

#### 46. UNION TRAINING LEAVE

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- 46.1 An Employee elected as Union Delegate shall, upon application in writing to the Employer, be granted up to five days paid leave each calendar year to attend relevant Union Delegate courses. Such courses shall be designed and structured with the objective of promoting good industrial relations within the building and construction industry.
- 46.2 Consultation may take place between the parties in the furtherance of this objective.
- 46.3 The application for leave shall be given to the Employer in advance of the date of commencement of the course. The application for leave shall contain the following details:
- (a) The name of the Union Delegate seeking the leave
  - (b) The period of time for which the leave is sought (including course dates and the daily commencing and finishing times); and
  - (c) A general description of the content and structure of the course and the location where the course is to be conducted.



- 46.4 The Employer shall advise the Union Delegate within seven clear working days (Monday to Friday) of receiving the application as to whether or not the application for leave has been approved.
- 46.5 The time of taking leave shall be arranged to minimise any adverse effect on the Employer's operations. The onus shall rest with the Employer to demonstrate an inability to grant leave when an eligible Union Delegate is otherwise entitled.
- 46.6 The Employer shall not be liable for any additional expenses associated with an Employee's attendance at a course other than the payment of ordinary time earnings for such absence. For the purpose of this clause ordinary time earnings shall be defined as the relevant agreement classification rate including, shift work loadings where relevant plus Site Allowance where applicable.
- 46.7 Leave rights granted in accordance with this clause will not result in additional payment for alternative time off to the extent that the course attended coincides with a Union Delegate's RDO or with any concessional leave.
- 46.8 A Union Delegate on request by the Employer shall provide proof of their attendance at any course within 7 days. If an Employee fails to provide such proof, the Employer may deduct any amount already paid for attendance from the next week's pay or from any other moneys due to the Union Delegate.
- 46.9 Where a Union Delegate is sick during a period when leave pursuant to this clause has been granted proof of attendance at the course is not required for that period and the Employee shall receive payment if entitled under the provisions of the relevant award clause.
- 46.10 Leave of absence granted pursuant to this clause shall count as service for all purposes of this Agreement.

#### **47. UNION RIGHTS PROMOTING REPRESENTATION OF MEMBERS**

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- 47.1 The company shall establish policies and procedures so that all reasonable steps are taken to encourage employees, to become financial members of the relevant branch of the Union, subject to relevant legislation.
- 47.2 Any company representative who discourages an employee from becoming a financial member of the Union breaches the intent of this agreement.
- 47.3 The company must invite the Union Delegate to attend every company induction for new Employees and to address Employees for at least half an hour per attendance.
- 47.4 A standing invitation exists for any representative of the Union covered by this agreement to enter any place where company Employees or representatives are for purposes including, but not limited to, dispute resolution or consultation meetings but not for purposes for which a Right of Entry exists under Part 3-4 of the Fair Work Act.
- 47.5 The company will allow the Union to promote membership of the Union.
- 47.6 The company will provide a Union noticeboard at every workplace. The display of material upon the Union noticeboard will be under the control of the Union.
- 47.7 The company will provide any information to the Union about Employees that the Union requires, and that is necessary to ensure compliance with this agreement.
- 47.8 The company will provide information about the Union to an Employee that the Union requires.
- 47.9 Employees are entitled to have paid time off to attend union meetings of up to 2 hours (or more by agreement) or participate in union activities. There shall be no more than one meeting per shift. The Union shall notify the Company that a meeting is to occur prior to the commencement of the meeting.

- 47.10 Upon request, the company will deduct Union dues from an Employee's weekly wages and remit such amount to the Union by EFT within 2 days of the deduction.

## **PART 10 COMPLIANCE**

### **48. TIME AND WAGE RECORDS**

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- 48.1 Particulars of details of payment to each Employee must be included on the envelope including the payment or in a statement handed to the Employee at the time payment is made and will contain the following information:
- (a) Name of employing Employer;
  - (b) Name of Employee;
  - (c) Employee's classification;
  - (d) Date of payment and period covered by wage statement;
  - (e) Details of the number of ordinary hours worked;
  - (f) Details of the number of overtime hours worked;
  - (g) The ordinary hourly rate and the amount paid at that rate;
  - (h) The overtime hourly rates and the amounts paid at those rates;
  - (i) The gross wages paid;
  - (j) The net wages paid;
  - (k) Details of any deductions made from the wages;
  - (l) Details of all accrued entitlements such as RDOs, personal leave, annual leave, etc;
  - (m) Details of the Employer BUSSQ contribution;
  - (n) Details of the Employer BERT contribution, including the amount;
  - (o) Details of the Employer CIPQ payment, including the amount;
  - (p) Details of the Employees BEWT payment, including and the amount.
- 48.2 In addition, the Employer must also maintain the following time and wage records:
- (a) The Employee's date of birth;
  - (b) date when the Employee became an Employee of the Employer, if appropriate, the date when the Employee ceased employment with the Employer;
  - (c) The Employee's tax file number;
  - (d) The Employee's number;
  - (e) The Employee's BERT number;
  - (f) The Employee's QLeave or NTBuild number;
  - (g) The Employee's CIPQ number;
  - (h) Daily details of work including:
    - (i) Daily start time and finish time;
    - (ii) Time lunch and crib breaks taken;
    - (iii) Total ordinary hours worked and resulting wage;

- (iv) Total time and a half hours worked and resulting wage;
- (v) Total double time hours worked and resulting wage;
- (i) Details of allowances paid;
- (j) Details and payment for RDOs, Personal and annual leave, public holidays;
- (k) Details of deductions;
- (l) Details of additions;
- (m) Total gross allowances paid per week and year to date;
- (n) Total gross wages paid per week and year to date;
- (o) Tax deducted from wages per week and year to date;
- (p) Net wages per week and year to date;
- (q) RDOs, sick and annual leave accrued per week and year to date;
- (r) Superannuation, BERT, BEWT, and CIPQ paid per week and year to date.

#### 49. **SHAM CONTRACTING**

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- 49.1 Sham Contracting occurs when an Employer engages an individual to perform building work under a contract for services where the true character of the engagement or proposed engagement is that of employment.
- 49.2 The Employer agrees they will not engage in Sham Contracting and recognises that the practice of sham contracting is unlawful and undermines the job security of the Employees covered by this Agreement.
- 49.3 The Employer will not enter into a contract with another person ("the Contractor") under which services in the nature of building work are to be provided to the employer, if:
  - (a) the services are to be performed by an individual (who is not the Contractor); and the individual has any ownership in, or is an officer or trustee of, the contractor; and
  - (b) if the contract were entered into with the individual, the contract would be a contract of employment.
- 49.4 The Employer will maintain records about any Contractors that it has engaged in the preceding month which will include:
  - (a) the name of the Contractor;
  - (b) the owner(s) of the Contractor;
  - (c) the works that the Contractor was engaged to perform;
  - (d) basis on which the Contractor was paid for the work e.g. lump sum/fixed price, daily rate, other; and
- 49.5 The Employer will, within 7 days of receiving a written request from the Union, provide a copy of the records which it is required to keep pursuant to the previous subclause. Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).
- 49.6 Where in breach of this clause a sham contract was in place, such that that Contractor was in fact an Employee under this Agreement, the calculation for back pay will be calculated on the basis of the difference between what they were paid under sham contract arrangement and:
  - (a) 175% of the applicable hourly rate contained in this Agreement; and
  - (b) the Site Allowance (if applicable); and



- (c) the multi-story allowance (if applicable); and
- (d) Superannuation (BUSSQ), BERT, CIPQ and BEWT.

## **50. SECURITY OF PAYMENTS**

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- 50.1 The Employer recognises that the under, non or late payment of building industry participants for services rendered can affect the entitlements of workers and the security of their employment.
- 50.2 The Employer acknowledges its obligations under the Building and Construction Industry Payments Act 2004 (as amended) and the Subcontractors Charges Act 1974.
- 50.3 The Employer will not engage in illegal or fraudulent phoenix activities for the purpose of avoiding any payment due to another building contractor or building industry participant or other creditor.
- 50.4 The Employer will:
  - (a) comply with all applicable laws and other requirements relating to the security of payments that are due to subcontractors; and
  - (b) ensure that payments which are due and payable are made in accordance with applicable legislative requirements; and
  - (c) have a documented dispute settlement process in accordance with all applicable legislative requirements that details how disputes about payments will be resolved, includes a referral process to an independent adjudicator for determination if the dispute cannot be resolved between the parties and must comply with that process; and
  - (d) as far as practicable, ensure that disputes about payments are resolved in a reasonable, timely and cooperative way.
  - (e) Principal contractors and contractors will ensure reasonable allowance is included in contracts taking into account historic weather conditions and forecast rainfall.
  - (f) The Employer will keep records demonstrating its compliance with clause 50.4 above. The Employer will, within 7 days of receiving a written request from the Union who has a reasonable belief of a non-compliance with clause 50.4 above, provide evidence demonstrating its compliance. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

## **51. TEMPORARY FOREIGN LABOUR**

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- 51.1 In this clause the term “temporary foreign labour” means a person that is not an Australian citizen or Australian permanent resident or does not have rights to work and live permanently with Australia who is employed or engaged to undertake building work by the Employer.
- 51.2 The Employer recognises that the engagement of temporary foreign labour may undermine the job security of the Employees covered by this Agreement. The parties wish to limit the circumstances in which temporary foreign labour can be engaged to ensure the job security of the Employees covered by this Agreement.
- 51.3 The Employer will not engage temporary foreign labour unless:
  - (a) the position is first advertised in Australia; and
  - (b) the advertising was targeted in such a way that a significant proportion of suitably qualified and experienced Australian citizens and Australian permanent residents (within the meaning of the Migration Act 1958 (Cth)) would be likely to be informed about the position; and

- (c) any skills or experience requirements set out in the advertising were appropriate to the position; and
  - (d) the employer demonstrates that no Australian citizen or Australian permanent resident is suitable for the job; and
  - (e) temporary foreign labour will be engaged in accordance with this Agreement, and
  - (f) Written agreement has been reached with the Union.
- 51.4 The Employer will, within 7 days of receiving a written request from the Union provide evidence demonstrating its compliance with this clause. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).
- 51.5 Where an employer engages temporary foreign labour in breach of this clause, the position shall, as soon as practicable, be re-advertised and filled by the employer strictly in accordance with this clause.

## **52. QUALITY BUILDING MATERIALS**

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- 52.1 The Parties recognise the complex issue of non-conforming building products (NCBPs). NCBPs are building products about which false claims have been made as to their quality and purpose or do not meet required standards for their intended use. A building product is non-conforming if, in association with a building, the product:
- (a) is not, or will not be, safe; or
  - (b) does not, or will not, comply with relevant regulatory provisions; or
  - (c) does not perform, or is not capable of performing, for the use to the standard represented.
- 52.2 The Parties recognise that domestically sourced and manufactured conforming building products are less likely to create the above conditions and accordingly wish to maximise the use of domestically sourced and manufactured building materials by the Employer.
- 52.3 The Employer will only use products in building work that comply with relevant Australian standards published by, or on behalf of, Standards Australia in accordance with the National Construction Code.
- 52.4 In order to maintain compliance, the Employer will maintain records in accordance with the Building and Construction Legislation (Non-Conforming Building Products – Chain of Responsibility and Other Matters) Amendment Act 2017
- 52.5 The Employer will, within 7 days of receiving a written request from the Union, provide a copy of the records which it is required to be keep pursuant to the previous clause 52.4 above.

## **53. COMPLIANCE WITH THIS AGREEMENT**

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- 53.1 Complaints, queries and concerns regarding entitlements paid in relation to the Award or this Agreement shall be raised and resolved in accordance with the disputes procedure in this Agreement. Authorised industrial personnel shall be provided access to time and wage records in accordance with all legal requirements. Relevant Union Officials shall be provided access to time and wages records in accordance with the FW Act.
- 53.2 The Employer will conduct an audit using the Audit Form provided for in APPENDIX 6 to confirm compliance with:
- (a) Awards and workplace arrangements which have been certified, registered or otherwise approved under the relevant industrial legislation.
  - (b) Legislative requirements such as:
    - (i) the Fair Work Act 2009; or

- (ii) QLD/NT Workers Compensation; or
- (iii) Superannuation; and
- (iv) Long Service Leave.

53.3 This audit will be conducted when there is a request from the Union that there is a reasonable suspicion of non-compliance. The audit will be undertaken in accordance with ISO9001-2008 by an auditing company agreed between the Employer and the Union. A copy of the audit record will be provided to the Union, and any representative nominated by the Employee.

#### **54. POSTING OF AGREEMENT AND NOTICES**

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54.1 A true copy of this Agreement shall be exhibited in a conspicuous and convenient place on the premises of the Employer and on every Employee's worksite so as to be easily read by Employees.

#### **55. SEVERABILITY**

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55.1 It is the intention of those covered by this Agreement that the Agreement contains only permitted matters under the FW Act. The severance of any term of this Agreement that is, in whole or in part, of no effect by virtue of the operation of section 253 of the FW Act shall not be taken to affect the binding force and effect of the remainder of the Agreement. To the extent it is possible, all terms should be interpreted in a manner that would make them permitted matters.

## APPENDIX 1 – RATES OF PAY

CONSTRUCTION WORKER CLASSIFICATIONS AND RATES OF PAY							
Level	Occupations	From	1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
CW8	Supervisor	p/w	\$2,308.07	\$2,423.47	\$2,544.64	\$2,671.88	\$2,805.47
		p/h	\$64.11	\$67.32	\$70.68	\$74.22	\$77.93
CW7	Tower Crane Operator, Tower Crane Rigger, Hoist Rigger, Supervisor (Sub-Foreperson)	p/w	\$2,215.08	\$2,325.83	\$2,442.13	\$2,564.23	\$2,692.44
		p/h	\$61.53	\$64.61	\$67.84	\$71.23	\$74.79
CW6	Trainer	p/w	\$2,122.85	\$2,228.99	\$2,340.44	\$2,457.46	\$2,580.34
		p/h	\$58.97	\$61.92	\$65.01	\$68.26	\$71.68
CW5	Special Class Trades, Special Class Dogman (as defined), Refractory Bricklayer, Carver	p/w	\$2,030.62	\$2,132.15	\$2,238.75	\$2,350.69	\$2,468.23
		p/h	\$56.41	\$59.23	\$62.19	\$65.30	\$68.56
CW4	Signwriter	p/w	\$1,972.03	\$2,070.63	\$2,174.16	\$2,282.87	\$2,397.01
		p/h	\$54.78	\$57.52	\$60.39	\$63.41	\$66.58
CW4	Marker Setter Out, Letter Cutter, WHSO, Union delegate	p/w	\$2,040.44	\$2,142.47	\$2,249.59	\$2,362.07	\$2,480.17
		p/h	\$56.68	\$59.51	\$62.49	\$65.61	\$68.89
CW4	Mobile Concrete Boom Pump Operator	p/w	\$1,941.03	\$2,038.08	\$2,139.99	\$2,246.98	\$2,359.33
		p/h	\$53.92	\$56.61	\$59.44	\$62.42	\$65.54
CW3	Carpenters/Joiners, Stonemason, Other Qualified Tradesperson*	p/w	\$1,948.21	\$2,045.62	\$2,147.90	\$2,255.30	\$2,368.06
		p/h	\$54.12	\$56.82	\$59.66	\$62.65	\$65.78
CW3	Floor layers, Plasterers, Tilers, Tuck-pointers	p/w	\$1,933.85	\$2,030.54	\$2,132.07	\$2,238.67	\$2,350.60
		p/h	\$53.72	\$56.40	\$59.22	\$62.19	\$65.29
CW3	Bricklayers, Water-proofers	p/w	\$1,922.13	\$2,018.24	\$2,119.15	\$2,225.11	\$2,336.36
		p/h	\$53.39	\$56.06	\$58.87	\$61.81	\$64.90
CW3	Slater, Ridge or Roof Fixer, Roof Tiler	p/w	\$1,904.36	\$1,999.58	\$2,099.56	\$2,204.54	\$2,314.77
		p/h	\$52.90	\$55.54	\$58.32	\$61.24	\$64.30
CW3	Painters, Glaziers, Installers	p/w	\$1,879.79	\$1,973.78	\$2,072.47	\$2,176.10	\$2,284.90
		p/h	\$52.22	\$54.83	\$57.57	\$60.45	\$63.47
CW3	Rigger, Dogman, Employees with AQF 3 certificates (even if Employee job mentioned in lower classification), Mobile Concrete Line Pump Operators, Concrete Cutter (+ 6 months experience)	p/w	\$1,848.80	\$1,941.24	\$2,038.30	\$2,140.21	\$2,247.23
		p/h	\$51.36	\$53.92	\$56.62	\$59.45	\$62.42
CW2	Scaffolder, Powder Monkey, Hoist & Winch Driver, Foundation Shaftsmen, Steelfixer (including Tack Welder), Concrete Finisher, Traffic Controller, Gatemen / Security Guard, Pump Line Hand, Post Tensioning, Caulkers/Joint Sealers	p/w	\$1,774.71	\$1,863.45	\$1,956.62	\$2,054.45	\$2,157.17
		p/h	\$49.30	\$51.76	\$54.35	\$57.07	\$59.92
CW1	Skilled Labourer, Formwork Labourer, Truck Delivery Driver and Others	p/w	\$1,708.18	\$1,793.59	\$1,883.27	\$1,977.43	\$2,076.31
		p/h	\$47.45	\$49.82	\$52.31	\$54.93	\$57.68

APPRENTICE RATES OF PAY (4 Year)							
Stage	Occupations	From	1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
4	Apprenticeship (90% of CW3)	p/w	\$1,663.96	\$1,747.15	\$1,834.51	\$1,926.24	\$2,022.55
		p/h	\$46.22	\$48.53	\$50.96	\$53.51	\$56.18
3	Apprenticeship (75% of CW3)	p/w	\$1,386.72	\$1,456.20	\$1,528.92	\$1,605.60	\$1,685.88
		p/h	\$38.52	\$40.45	\$42.47	\$44.60	\$46.83
2	Apprenticeship (60% of CW3)	p/w	\$1,109.16	\$1,164.60	\$1,222.56	\$1,283.76	\$1,348.20
		p/h	\$30.81	\$32.35	\$33.96	\$35.66	\$37.45
1	Apprenticeship (50% of CW3)	p/w	\$924.21	\$970.42	\$1,018.94	\$1,069.89	\$1,123.38
		p/h	\$25.67	\$26.96	\$28.30	\$29.72	\$31.21

APPRENTICE RATES OF PAY (3 year)							
Stage	Occupations	From	1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
3	Apprenticeship (90% of CW3)	p/w	\$1,663.96	\$1,747.15	\$1,834.51	\$1,926.24	\$2,022.55
		p/h	\$46.22	\$48.53	\$50.96	\$53.51	\$56.18
2	Apprenticeship (70% of CW3)	p/w	\$1,293.89	\$1,358.59	\$1,426.52	\$1,497.84	\$1,572.74
		p/h	\$35.94	\$37.74	\$39.63	\$41.61	\$43.69
1	Apprenticeship (50% of CW3)	p/w	\$924.21	\$970.42	\$1,018.94	\$1,069.89	\$1,123.38
		p/h	\$25.67	\$26.96	\$28.30	\$29.72	\$31.21

## TRAINEE WAGES

Persons undertaking a Traineeship will receive either the following rates or remain at their existing level, whichever is the greater:

Stage	Occupations	From	1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
5	Traineeship (100% of CW3)	p/w	\$1,848.80	\$1,941.24	\$2,038.30	\$2,140.21	\$2,247.23
		p/h	\$51.36	\$53.92	\$56.62	\$59.45	\$62.42
4	Traineeship (CW2 - 96% of CW3)	p/w	\$1,774.71	\$1,863.45	\$1,956.62	\$2,054.45	\$2,157.17
		p/h	\$49.30	\$51.76	\$54.35	\$57.07	\$59.92
3	Traineeship (CW1 - 92.4% of CW3)	p/w	\$1,708.18	\$1,793.59	\$1,883.27	\$1,977.43	\$2,076.31
		p/h	\$47.45	\$49.82	\$52.31	\$54.93	\$57.68
2	Traineeship (CW1(b) - 88% of CW3)	p/w	\$1,626.91	\$1,708.26	\$1,793.67	\$1,883.35	\$1,977.52
		p/h	\$45.19	\$47.45	\$49.82	\$52.32	\$54.93
1	Traineeship (New Entrant - 82% of CW3)	p/w	\$1,515.78	\$1,591.57	\$1,671.15	\$1,754.70	\$1,842.44
		p/h	\$42.11	\$44.21	\$46.42	\$48.74	\$51.18

Trainees shall progress through each of the stages every six months from the date of commencement, unless stages are otherwise completed earlier.

### EARTHMOVERS CLASSIFICATIONS – RATES OF PAY

Level	Occupations	From	1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
CW3	Bobcat, Pile Driver	p/w	\$1,814.59	\$1,905.32	\$2,000.58	\$2,100.61	\$2,205.64
		p/h	\$50.40	\$52.92	\$55.57	\$58.34	\$61.26
CW4	Backhoe, Drott, Vibrating Roller, Front Mini Excavator	p/w	\$1,873.35	\$1,967.01	\$2,065.37	\$2,168.63	\$2,277.06
		p/h	\$52.03	\$54.63	\$57.36	\$60.23	\$63.24
CW5	Bulldozer, Scraper Excavator, Grader, Front end loader over 2.25mtrs	p/w	\$1,952.96	\$2,050.61	\$2,153.14	\$2,260.79	\$2,373.83
		p/h	\$54.23	\$56.94	\$59.79	\$62.78	\$65.92
CW6	Final Trim Grader	p/w	\$2,026.26	\$2,127.57	\$2,233.95	\$2,345.65	\$2,462.93
		p/h	\$56.27	\$59.08	\$62.04	\$65.14	\$68.40

### MOBILE HYDRAULIC PLATFORMS CLASSIFICATIONS - RATES OF PAY

#### MOBILE HYDRAULIC PLATFORMS

Occupations	From	1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
Trainee (as defined)	p/w	\$1,795.02	\$1,884.77	\$1,979.01	\$2,077.96	\$2,181.85
	p/h	\$49.86	\$52.36	\$54.98	\$57.72	\$60.61
Boom length up to and including 11 metres (including trainees)	p/w	\$1,803.85	\$1,894.04	\$1,988.74	\$2,088.18	\$2,192.59
	p/h	\$50.11	\$52.61	\$55.24	\$58.00	\$60.90
Boom length over 11 metres and up to 17 metres	p/w	\$1,885.99	\$1,980.29	\$2,079.30	\$2,183.27	\$2,292.43
	p/h	\$52.40	\$55.01	\$57.77	\$60.65	\$63.69
Boom length over 17 metres and up to 23 metres	p/w	\$1,939.70	\$2,036.68	\$2,138.52	\$2,245.44	\$2,357.71
	p/h	\$53.89	\$56.58	\$59.41	\$62.38	\$65.50
Boom length over 23 metres and up to 28 metres	p/w	\$2,002.88	\$2,103.02	\$2,208.17	\$2,318.58	\$2,434.51
	p/h	\$55.63	\$58.41	\$61.33	\$64.40	\$67.62
Unit equipped with underbridge unit	p/w	\$2,002.88	\$2,103.02	\$2,208.17	\$2,318.58	\$2,434.51
	p/h	\$55.63	\$58.41	\$61.33	\$64.40	\$67.62

**MOBILE CRANE CLASSIFICATIONS - RATES OF PAY**
**MOBILE CRANES**

Level	Occupations		1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
MC1	Rigger, Dogman, Truck Driver	p/w	\$1,945.57	\$2,042.84	\$2,144.99	\$2,252.24	\$2,364.85
		p/h	\$54.04	\$56.75	\$59.58	\$62.56	\$65.69
MC2	Up to 20 tonnes	p/w	\$1,985.63	\$2,084.92	\$2,189.16	\$2,298.62	\$2,413.55
		p/h	\$55.16	\$57.91	\$60.81	\$63.85	\$67.04
MC3	Over 20 tonnes and up to 60 tonne	p/w	\$2,040.07	\$2,142.07	\$2,249.17	\$2,361.63	\$2,479.71
		p/h	\$56.67	\$59.50	\$62.48	\$65.60	\$68.88
MC4	Over 60 tonnes and up to 100 tonnes, Dogman/Rigger with class HC Licence	p/w	\$2,094.12	\$2,198.83	\$2,308.77	\$2,424.21	\$2,545.42
		p/h	\$58.17	\$61.08	\$64.13	\$67.34	\$70.71
MC5	Over 100 tonnes and up to 200 tonnes, Intermediate Rigger, Trades Person	p/w	\$2,143.64	\$2,250.82	\$2,363.36	\$2,481.53	\$2,605.61
		p/h	\$59.55	\$62.52	\$65.65	\$68.93	\$72.38
MC6	Over 200 tonnes and up to 300 tonnes	p/w	\$2,239.27	\$2,351.24	\$2,468.80	\$2,592.24	\$2,721.85
		p/h	\$62.20	\$65.31	\$68.58	\$72.01	\$75.61
MC7	Over 300 tonnes and up to 400 tonnes	p/w	\$2,280.10	\$2,394.10	\$2,513.81	\$2,639.50	\$2,771.47
		p/h	\$63.34	\$66.50	\$69.83	\$73.32	\$76.99
MC8	Over 400 tonnes and up to 500 tonnes	p/w	\$2,333.77	\$2,450.46	\$2,572.98	\$2,701.63	\$2,836.71
		p/h	\$64.83	\$68.07	\$71.47	\$75.05	\$78.80
MC9	Over 500 tonnes and up to 600 tonnes	p/w	\$2,397.65	\$2,517.54	\$2,643.41	\$2,775.58	\$2,914.36
		p/h	\$66.60	\$69.93	\$73.43	\$77.10	\$80.95
MC10	Over 600 tonnes and up to 700 tonnes	p/w	\$2,453.98	\$2,576.67	\$2,705.51	\$2,840.78	\$2,982.82
		p/h	\$68.17	\$71.57	\$75.15	\$78.91	\$82.86
MC11	700 tonnes (+\$1.59 for every 100 tonnes above 700 tonnes)	p/w	\$2,514.46	\$2,640.18	\$2,772.19	\$2,910.80	\$3,056.34
		p/h	\$69.85	\$73.34	\$77.01	\$80.86	\$84.90

a) Where a Rigger/Dogman is assigned to a crane with a Crane Drive being paid at MC6 or MC7 the Rigger/Dogman will be paid at the hourly rate of classifications MC5.

b) Where a Rigger/Dogman is assigned to a crane with a Crane Driver being paid at classification MC8 or above, the Rigger/Dogman will be paid at the hourly rate of the classification two levels below the Crane Driver to a maximum of MC7.

PILING CLASSIFICATIONS - RATES OF PAY							
Level	Occupations	From	1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
CW7	Senior Supervisor	p/w	\$2,162.38	\$2,270.50	\$2,384.02	\$2,503.23	\$2,628.39
		p/h	\$60.06	\$63.06	\$66.22	\$69.53	\$73.00
CW6	Working Supervisor	p/w	\$2,072.37	\$2,175.99	\$2,284.79	\$2,399.03	\$2,518.98
		p/h	\$57.56	\$60.44	\$63.46	\$66.63	\$69.97
CW5	Junior Supervisor	p/w	\$1,982.22	\$2,081.33	\$2,185.40	\$2,294.67	\$2,409.40
		p/h	\$55.06	\$57.82	\$60.71	\$63.74	\$66.93
CW4	Senior Foundation Operator (SFO)	p/w	\$1,904.25	\$1,999.46	\$2,099.43	\$2,204.41	\$2,314.63
		p/h	\$52.89	\$55.53	\$58.31	\$61.23	\$64.29
CW3	Foundation Operator (FO)	p/w	\$1,848.97	\$1,941.41	\$2,038.49	\$2,140.41	\$2,247.43
		p/h	\$51.37	\$53.93	\$56.63	\$59.46	\$62.44
CW3	Foundation Labourer - Skilled (FSL)	p/w	\$1,848.97	\$1,941.41	\$2,038.49	\$2,140.41	\$2,247.43
		p/h	\$51.37	\$53.93	\$56.63	\$59.46	\$62.44
CW2	Foundation Labourer 2 (FL2)	p/w	\$1,774.93	\$1,863.68	\$1,956.86	\$2,054.70	\$2,157.44
		p/h	\$49.31	\$51.77	\$54.36	\$57.08	\$59.93
CW1	Foundation Labourer 1 (FL1)	p/w	\$1,708.50	\$1,793.92	\$1,883.62	\$1,977.80	\$2,076.69
		p/h	\$47.45	\$49.82	\$52.31	\$54.93	\$57.68

## APPENDIX 1B – SCAFFOLDING YARD

- The following terms and conditions will apply to offsite Employees performing work permanently at the Employer's premises (Yard Employees):

### (a) Daily Travel Allowance

1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
\$40.00	\$42.00	\$44.00	\$46.00	\$48.00

### (b) Rostered Days Off (RDOs)

RDOs for Yard Employees will be taken on a rostered basis with the intention that 50% of Yard Employees take the scheduled RDO in accordance with APPENDIX 3 and the other 50% of Yard Employees take the Friday immediately before the scheduled RDO in APPENDIX 3, or such other day as agreed in writing (e.g. by email) between the Employer and the Employees. However, where such Friday is a public holiday, the RDO will be on the soonest other preceding working day that is not a public holiday.



## APPENDIX 2 -ALLOWANCES

ALLOWANCE TITLE	From Commencement	From 1/07/2023	From 1/07/2024	From 1/07/2025	From 1/07/2026	From 1/07/2027
Acid work	\$2.59	\$2.72	\$2.86	\$3.00	\$3.15	\$3.31
Asbestos	\$1.24	\$1.30	\$1.37	\$1.44	\$1.51	\$1.58
Asbestos eradication	\$3.18	\$3.34	\$3.51	\$3.68	\$3.87	\$4.06
Bagging	\$0.90	\$0.95	\$0.99	\$1.04	\$1.09	\$1.15
Bitumen	\$1.24	\$1.30	\$1.37	\$1.44	\$1.51	\$1.58
laying or lifting other than standard bricks Over 5kg but under 9kg	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Over 9kg but under 18kg	\$1.77	\$1.86	\$1.95	\$2.05	\$2.15	\$2.26
18kg and over	\$2.47	\$2.59	\$2.72	\$2.86	\$3.00	\$3.15
Certificate allowance	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Cleaning down brickwork	\$0.91	\$0.96	\$1.00	\$1.05	\$1.11	\$1.16
Cold work	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Computing quantities	\$7.08	\$7.43	\$7.81	\$8.20	\$8.61	\$9.04
Confined spaces	\$1.24	\$1.30	\$1.37	\$1.44	\$1.51	\$1.58
Cutting tiles	\$1.24	\$1.30	\$1.37	\$1.44	\$1.51	\$1.58
Delegate Allowance	\$2.39	\$2.51	\$2.63	\$2.77	\$2.91	\$3.06
Dirty work	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Dry polishing of tiles	\$1.24	\$1.30	\$1.37	\$1.44	\$1.51	\$1.58
Explosive power tools	\$2.32	\$2.44	\$2.56	\$2.69	\$2.82	\$2.96
First-aid attendant (minimum qualification) per day	\$4.15	\$4.36	\$4.58	\$4.80	\$5.04	\$5.30
Higher first aid cert. (per day)	\$6.55	\$6.88	\$7.22	\$7.58	\$7.96	\$8.36
Furnace work	\$2.57	\$2.70	\$2.83	\$2.98	\$3.12	\$3.28
Higher work- Painting trades	\$0.91	\$0.96	\$1.00	\$1.05	\$1.11	\$1.16
Hot work between 46-54 Degrees Celsius	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Health and Safety Representative Allowance	\$2.39	\$2.51	\$2.63	\$2.77	\$2.91	\$3.06
Exceeding 54 degrees	\$1.24	\$1.30	\$1.37	\$1.44	\$1.51	\$1.58
Insulation	\$1.24	\$1.30	\$1.37	\$1.44	\$1.51	\$1.58
Laser user and allowance (per day)	\$4.06	\$4.26	\$4.48	\$4.70	\$4.93	\$5.18
Living away from home allowance (per day)	\$83.03	\$87.18	\$91.54	\$96.12	\$100.92	\$105.97
Return trip transport Employee/tools (per return trip)	\$33.06	\$34.71	\$36.45	\$38.27	\$40.18	\$42.19
Leading hand not more than 1	\$0.76	\$0.80	\$0.84	\$0.88	\$0.92	\$0.97
Leading hand 2 and not more than 5	\$1.65	\$1.73	\$1.82	\$1.91	\$2.01	\$2.11
Leading hand 6 and not more than 10	\$2.10	\$2.21	\$2.32	\$2.43	\$2.55	\$2.68
Leading hand more than 10	\$2.79	\$2.93	\$3.08	\$3.23	\$3.39	\$3.56
Meal allowance (per instance)	\$20.34	\$21.36	\$22.42	\$23.55	\$24.72	\$25.96
Multi-storey (Height): commencement to 15th floor	\$1.38	\$1.45	\$1.52	\$1.60	\$1.68	\$1.76
ALLOWANCE TITLE	From	From	From	From	From	From

	Commencement	1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
Multi-storey (Height): 16th to 30th	\$1.64	\$1.72	\$1.81	\$1.90	\$1.99	\$2.09
Multi-storey (Height): 31st to 45th	\$2.55	\$2.68	\$2.81	\$2.95	\$3.10	\$3.25
Multi-storey (Height): 46th to 60th	\$3.30	\$3.47	\$3.64	\$3.82	\$4.01	\$4.21
Multi-storey (Height): 61st and onwards	\$4.03	\$4.23	\$4.44	\$4.67	\$4.90	\$5.14
Plaster or composition spray	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Power Tools	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Roof repairs	\$0.90	\$0.95	\$0.99	\$1.04	\$1.09	\$1.15
Roof repairs over 15 metres eaves pitch over 35 degrees	\$1.24	\$1.30	\$1.37	\$1.44	\$1.51	\$1.58
Roof repairs over 15 metres eaves pitch over 40 degrees	\$1.76	\$1.85	\$1.94	\$2.04	\$2.14	\$2.25
Second hand timber (per day)	\$3.84	\$4.03	\$4.23	\$4.45	\$4.67	\$4.90
Slushing	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Spray application- Painters	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Swing scaffold (including Bosuns Chair) first 4 hours 0-15 storeys	\$7.08	\$7.43	\$7.81	\$8.20	\$8.61	\$9.04
Swing scaffold (including Bosuns Chair) after 4 hours 0-15 storeys	\$1.48	\$1.55	\$1.63	\$1.71	\$1.80	\$1.89
Swing scaffold (including Bosuns Chair) first 4 hours 16-30 storeys	\$9.11	\$9.57	\$10.04	\$10.55	\$11.07	\$11.63
Swing scaffold (including Bosuns Chair) after 4 hours 16-30 storeys	\$1.92	\$2.02	\$2.12	\$2.22	\$2.33	\$2.45
Swing scaffold (including Bosuns Chair) first 4 hours 31-45 storeys	\$10.78	\$11.32	\$11.88	\$12.48	\$13.10	\$13.76
Swing scaffold (including Bosuns Chair) after 4 hours 31-45 storeys	\$2.27	\$2.38	\$2.50	\$2.63	\$2.76	\$2.90
Swing scaffold (including Bosuns Chair) first 4 hours 46-60 storeys	\$17.66	\$18.54	\$19.47	\$20.44	\$21.47	\$22.54
Swing scaffold (including Bosuns Chair) after 4 hours 46-60 storeys	\$3.71	\$3.90	\$4.09	\$4.29	\$4.51	\$4.74
Swing scaffold (including Bosuns Chair) first 4 hours greater than 60 storeys	\$22.52	\$23.65	\$24.83	\$26.07	\$27.37	\$28.74
Swing scaffold (including Bosuns Chair) after 4 hours greater than 60 storeys	\$4.73	\$4.97	\$5.21	\$5.48	\$5.75	\$6.04
Tool Allowance: Artificial stoneworker, Stonemason, Carpenter and/or Joiner, Carver, Letter cutter, Marble and Slate Employee, Marker and Setter Out, Plumber, Special Class Tradesperson	\$2.45	\$2.57	\$2.70	\$2.84	\$2.98	\$3.13
Tool Allowance: Caster, Fixer, Floor layer specialist, Plasterer, Tiler	\$2.10	\$2.21	\$2.32	\$2.43	\$2.55	\$2.68
Tool Allowance: Bricklayer, Waterprooffer	\$1.83	\$1.92	\$2.02	\$2.12	\$2.22	\$2.34
Tool Allowance: Roof Tilers, Slate Ridge, or Roof Fixer	\$1.40	\$1.47	\$1.54	\$1.62	\$1.70	\$1.79
Tool Allowance: Scaffolder, Rigger, Steelfixer, Concreter	\$0.90	\$0.95	\$0.99	\$1.04	\$1.09	\$1.15

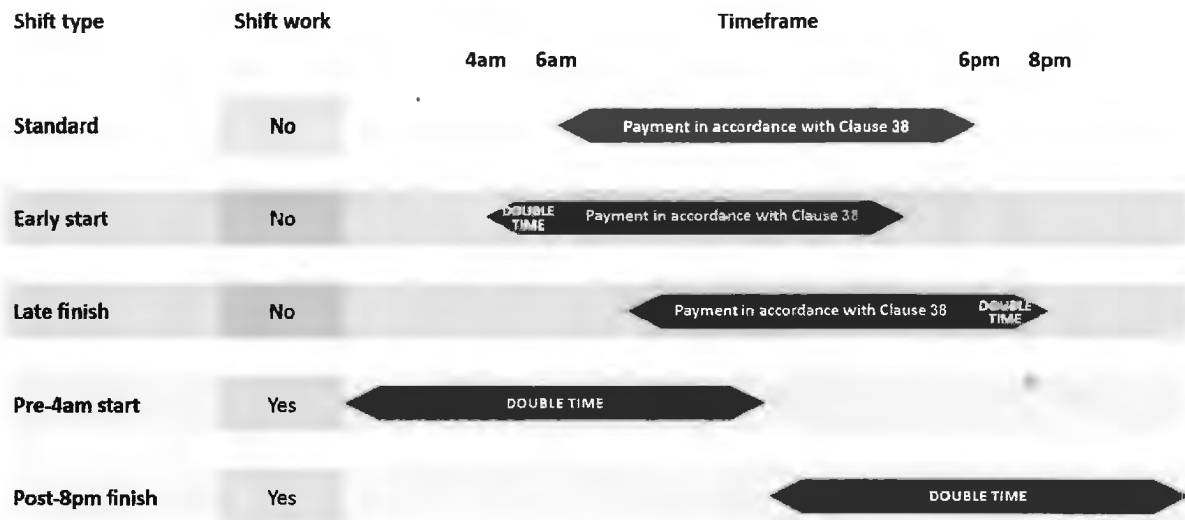
ALLOWANCE TITLE	From Commencement	From 1/07/2023	From 1/07/2024	From 1/07/2025	From 1/07/2026	From 1/07/2027
Tool Allowance: Painter, Glazier, Licensed Drainer, Signwriter	\$0.80	\$0.84	\$0.88	\$0.93	\$0.97	\$1.02
Towers allowance	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Toxic substances working in close proximity	\$1.24	\$1.30	\$1.37	\$1.44	\$1.51	\$1.58
Toxic substances (working with)	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Underground allowance (per week)	\$21.02	\$22.07	\$23.17	\$24.33	\$25.55	\$26.83
Underground allowance (per day or shift or part thereof)	\$4.23	\$4.44	\$4.66	\$4.90	\$5.14	\$5.40
Wet concrete or campo	\$0.90	\$0.95	\$0.99	\$1.04	\$1.09	\$1.15
Wet work	\$0.99	\$1.04	\$1.09	\$1.15	\$1.20	\$1.26
Transfers during working hours (per Km)	\$1.44	\$1.51	\$1.59	\$1.67	\$1.75	\$1.84

\*Please note all allowances are listed by hourly rate unless noted otherwise.

## TRAVEL ALLOWANCE EXPLANATORY DIAGRAM



## HOURS OF WORK EXPLANATORY DIAGRAM



## APPENDIX 3 – RDO CALENDARS

### 2023 RDO CALENDAR

January						
S	M	T	W	T	F	S
		3	4	5	6	7
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QLD School Holidays
Public Holidays
QLD only public holidays
EBA RDO's
Industry RDO's



## 2024 RDO CALENDAR

January						
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QLD School Holidays  
 Public Holidays  
 QLD only public holidays  
 EBA RDO's  
 Industry RDO's



## 2025 RDO CALENDAR

January						
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QLD School Holidays  
 Public Holidays  
 QLD only public holidays  
 NT on Public Holidays  
 EBA  
 Industry RDO's

**CFMEU**  
 QLD/NT

## **APPENDIX 4 – IMPAIRMENT POLICY**

### **1. PRINCIPLES**

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- 1.1. The health, wellbeing and safety of employees are of paramount importance to the employer, employees and their Unions. This policy is part of a broad work, health and safety (WHS) program to secure the highest level of health and safety in the workplace.
- 1.2. The policy adopts a WHS approach that involves identifying, assessing and controlling all workplace hazards, using the hierarchy of control, and then reviewing these controls to ensure ongoing improvements.
- 1.3. The focus of this policy is on the WHS risks associated with impairment and should be read in conjunction with other company policies concerning health and safety, particularly in relation to fatigue management, risk management and safe systems of work.
- 1.4. This policy has been compiled in a manner that is non-punitive and supportive of employees. This policy shall not be used in a discriminatory manner. Anti-Discrimination Law protects against discrimination on the basis of addiction and may also protect against discrimination on the basis of impairments caused by drug and alcohol addiction or use.
- 1.5. The policy and procedures adopt a peer based intervention approach based on fairness and equity for all employees.

### **2. SCOPE**

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- 2.1. This policy will apply to all employees (including managers and supervisors), contractors and labour hire staff. The policy applies to these groups at all times when they are engaged in company business, whether on or off site and when driving company vehicles.

### **3. STRUCTURE**

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The Impairment Policy is categorised in order with the intended implementation:

- 3.1. Training & Awareness
  - (a) Extensive research has shown training and awareness of impairment related issues provides the most effective means of behavioural change and encourages better decision making. The two types of training in accordance with this policy to do this are:
    - (i) Workplace Impairment Training (WIT) - all workers onsite will do this training;
    - (ii) Preliminary Impairment Assessment (PIA) - HSRs, delegates and the PC's safety staff will undertake this training.
- 3.2. Testing

Testing for drugs and alcohol is used to support and measure the results of the education and awareness program.
- 3.3. Support Services

Rehabilitation, counselling and EAP's. Support is strictly non- punitive, and can be accessed at anytime (self-identification of the need for help is strongly encouraged).

### **4. OBJECTIVES**

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- 4.1. The objectives of this policy are as follows:



- (a) To provide a safe and healthy working environment for all workers;
- (b) To work collaboratively in the implementation and co-ordination of this policy with employees, employers and their elected representatives to achieve the objectives of this policy;
- (c) To eliminate and control risks which may lead to impairment affecting health and safety in the workplace;
- (d) To ensure that there is a mechanism for managing impairment at work that is transparent, objective and in accordance with the purpose of this policy;
- (e) To ensure that all persons are provided with adequate information and education on the health and safety issues surrounding impairment, and on the operation of this policy;
- (f) To ensure that employees have access to rehabilitation, support and counselling of their choice on a voluntary basis that is independent, professional and confidential, without jeopardising their employment;
- (g) To ensure confidentiality of information concerning the application of this policy to a worker is maintained.

## **5. RESPONSIBILITIES**

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### **5.1. The employer shall:**

- (a) Provide a work environment that is safe and without risks to health and safety;
- (b) Provide information about the testing requirements to all existing employees, contractors and labour hire staff and to all new staff at the point of induction;
- (c) Ensure that this policy is implemented fairly and equitably across all sections of the workforce;
- (d) Comply with the four policy implementation steps outlined below;
- (e) Have adequate resources (e.g., a room that allows for confidential impairment assessments to be discussed, if necessary, suitable transport to safely remove impaired employees from the workplace to be able to meet the objectives of this policy).

### **5.2. Employees shall:**

- (a) Co-operate reasonably with the employer in the implementation of this policy;
- (b) If any employee reasonably believes that any person on the site may be a health and safety risk to themselves or others they should inform their employer and their relevant Preliminary Impairment Assessor (PIA) of this belief;
- (c) Not possess, consume, or be under the influence of, alcohol or other drugs while working;
- (d) Ensure that they do not work, if they believe that they may be impaired;
- (e) Consult their doctor or pharmacist about possible side effects of using prescribed or over-the-counter medication;
- (f) Inform their employer and their Preliminary Impairment Assessor (PIA) if they have been made aware by their treating doctor or pharmacist of possible impairment as a side effect of medication, or if they feel impaired by medication.

## **6. POLICY IMPLEMENTATION WILL INVOLVE THE FOLLOWING STEPS.**

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- 6.1. PC/Employer and Union shall agree on a policy start date.
- 6.2. Engagement of an agreed training and rehabilitation/treatment service providers.
- 6.3. Provision of on-going Workplace Impairment Training (WIT) and Preliminary Impairment Assessors training (PIA).
- 6.4. Ongoing promotion of this policy
- 6.5. A purpose of the policy and procedure is to provide protocols and procedures for workplace alcohol and other drug testing that are evidence-based, consistent with best practice, comply with relevant Australian Standards, and contribute to workplace safety and worker wellbeing.
- 6.6. The following drug and alcohol testing programs will be adopted:
  - (a) Self-testing;
  - (b) Random Shift testing;
  - (c) For-cause testing;
  - (d) Post-incident testing;
  - (e) Reasonable concern testing;
  - (f) Testing of Minors.
- 6.7. Any employee who is assessed as being impaired shall be advised to contact the rehabilitation/treatment provider.
- 6.8. The employee will be permitted to access personal leave in the first instance and then take accrued personal leave entitlements for the period of time they are accessing the treatment provider.
- 6.9. With the endorsement/acceptance of the Impairment Policy the Principle Contractor (PC) will undertake to not pass the implementation and cost of drug and alcohol testing to its subcontractors.
- 6.10. It will also ensure compliance with this policy as follows:
  - (a) Subcontractors will be contractually required to comply with this procedure as a condition of contract/EBA;
  - (b) All direct employees of the PC as a condition of their employment must agree to adhere to the terms and conditions of the impairment policy.
- 6.11. Notwithstanding anything else contained in the policy, the costs of all testing contained within this policy shall be borne by the PC unless otherwise specified in this document.

## **7. DEFINITION OF A WORKER**

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- 7.1. Anyone who carries out work for a Person Conducting a Business or Undertaking, such as:
- (a) an employee (either salaried or wages);
  - (b) a contractor or subcontractor;
  - (c) an employee of a contractor or subcontractor;
  - (d) an employee of a labour hire company;
  - (e) an apprentice or trainee;
  - (f) a student gaining work experience;
  - (g) an outworker;
  - (h) a volunteer;
  - (i) a visitor to a workplace.

## **8. TRAINING**

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- 8.1. The training provider shall be the Workplace Impairment Officer or other agreed provider between the Union and the PC/employer. Impairment awareness training sessions will be delivered to all workers (including principle contractor workers), sub-contractors and labour hire workers at least once every two years.
- 8.2. In addition to the below training course outlines, principal contractors will be required to develop a site specific information session to be delivered as part of the site induction outlining their Drug and Alcohol testing procedures for the site.
- 8.3. The below requirements will be audited on an annual basis. Requirements for an approved training provider:
- (a) Must have previous experience delivering Workplace Impairment Training;
  - (b) Must consult with professional organisations to develop all training courses;
  - (c) Must be able to demonstrate a continuous improvement plan for each training course.
- 8.4. Trainers must have the following qualifications:
- (a) Cert IV in WHS;
  - (b) Cert IV in Training and Assessing (TAE);
  - (c) Nationally Accredited Course in On-Site Drug and Alcohol Testing;
- 8.5. All training must be delivered Face to Face (F2F).
- 8.6. Workplace Impairment Training (WIT)
- (a) WIT course must be a minimum of (2) hours in length and must cover the following topics:
    - (i) Australian Workplace Health and Safety construction statistics;
    - (ii) Overview of the Workplace Health and Safety Act, state specific;
    - (iii) Mental Health - discussing at length stress, anxiety and depression;
    - (iv) Fatigue - overview of causes and coping mechanisms;

- (v) Illness and Injury - management of illness and injury, legal requirements and rehabilitation process;
- (vi) Chemicals, Heat, Cold, and Noise and their abilities to cause impairment at work;
- (vii) Legal/Illegal Drugs and Alcohol - statistics on current usage, potential negative consequences to the workplace, workplace deaths and accidents associated with drug and alcohol use;
- (viii) Harm related to drug and alcohol use;
- (ix) Understanding what is a standard drink and how long this will stay in your system;
- (x) Detection rates for illegal drugs;
- (xi) Administering self-alcohol and drug tests;
- (xii) Information about EAP and the services they offer.

8.7. Preliminary Impairment Assessor (PIA)

- (a) PIA training must be a minimum of (4) hours in length and must cover the following topics:
    - (i) Understanding the signs of impairment;
    - (ii) Conflict resolution;
    - (iii) Skills to conduct an impairment Assessment;
    - (iv) Overview of what a PIA is;
    - (v) What are possible impairment factors;
    - (vi) Causes and symptoms of impairment;
    - (vii) Investigative skills.
  - (a) Training is not to be conducted in a lunchroom, unless there are multiple lunchrooms on site and:
    - (i) the training session will not interfere with workers wanting to use the room for smoko or lunch; or
    - (ii) the training session will not be interfered with by workers wanting to use the room in general.
- 8.8. No worker can be tested for drugs and/or alcohol unless they have been trained in this policy.

## 9. TESTING METHODS

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9.1. Alcohol Testing Method

Alcohol testing must only be done by use of an Accredited Breath Test device. The device must be calibrated and meet the minimum requirements of AS3547.

9.2. Drug Testing Method

Drug testing may only be performed by oral fluid testing;

9.3. The equipment used to perform the test shall be used, tested and calibrated to the manufacturer's instructions and certified to AS 4760 (Process for specimen collection and the detection and quantitation of drug in oral fluid);

- (a) The drug testing shall be conducted by an accredited person, following all of the chain of custody provisions;
  - (b) The test must be performed in accordance with AS 4760 (Procedures for specimen collection and the detection and quantitation of drugs in oral fluid).
- 9.4. As part of this policy with regards to Drug and Alcohol testing the following substances must be tested for:
  - (a) Alcohol;
  - (b) Opiates;
  - (c) THC;
  - (d) Cocaine;
  - (e) Benzodiazepines;
  - (f) Amphetamine; and
  - (g) Methamphetamine

#### **10. TESTING PROVIDER**

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- 10.1. Must be NATA Accredited.
- 10.2. Must have accreditation AS4760:2006 Procedures for specimen collection and the detection and quantitation of drug abuse in oral fluid.
- 10.3. Must be agreed upon by the PC/Employer and the Union.
- 10.4. Minimum standards that the testing company must meet are as follows:
  - (a) competent and trained staff;
  - (b) appropriate equipment and instruments;
  - (c) proper management and storage of test kits and reagents;
  - (d) secure and controlled storage and management of samples;
  - (e) comprehensive record keeping; and
  - (f) clear and precise reporting.
- 10.5. Before the Authorised Testing Agent is engaged to be the sample collector for the principle contractor all relevant stakeholders must be engaged to make sure there is no conflict of interest and that they are totally independent. If a conflict of interest exists, or should arise, the Authorised Testing Agent must report it immediately.

#### **11. ROOM REQUIREMENTS**

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- 11.1. Each workplace shall have a room nominated for use to undertake drug and alcohol testing consistent with this procedure. This room will not normally be the first aid room at a workplace unless a workplace has multiple first aid rooms and the use of a first aid room for the purpose of drug and alcohol testing will not affect the ability of the workplace to respond to a first aid incident.
- 11.2. The room selected for use must so far as reasonably practicable:
  - (a) Provide privacy for the Worker being tested including but not limited to:
    - (i) Have a closing door;

- (ii) Not allow for casual visual observation of the testing process by other Workers external to the room e.g. through glass windows;
- (iii) Not allow conversations to be casually overheard by other workers;
- (b) Be clean and hygienic;
- (c) Be free from interruption whilst testing is being undertaken;
- (d) Include discrete entry and exit.

## 12. TESTING REQUIREMENTS -

### 12.1. Workplaces -

12.2. On workplaces where the value of the Commonwealth's contribution to the project that includes the building work is at least \$5,000,000, and represents at least 50% of the total construction project value or the Commonwealth's contribution to the project that includes the building work is at least \$10,000,000 (irrespective of its proportion of the total construction project value) the following minimum testing requirements must be adhered to.

12.3. Alcohol - on the day of testing all workers onsite shall be required to submit a breath sample i.e. blanket testing.

12.4. Drugs -As a minimum, frequent periodic testing (at least once per month where required by law, at intervals required by the client or by mutual agreement by the PC/employer and the Union) of the workforce (both construction Workers and site office Workers) will be as follows:

- (a) where there are less than 30 Workers at a workplace – at least 10% of the workforce;
- (b) where there are 30 to 100 Workers at a workplace – a minimum of 5 Workers; and
- (c) where there are greater than 100 Workers at a workplace – a minimum of 10 Workers;
- (d) The frequency of testing and the number of workers selected shall be increased in line with the escalation below where test results meet the criteria indicated:

Number of Workers	Criteria	Action
Less than 30 workers at a workplace	Confirmed positive results in 2 consecutive tests at the same workplace	Testing of 20% of workforce
30-100 workers at a workplace	Confirmed positive results for 3 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 10 workers
Greater than 100 workers	Confirmed positive results for 6 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 20 workers

12.5. The increased testing requirements shall continue until no Confirmed Positive test results are recorded for 2 consecutive testing periods.

12.6. Other jobs

On jobsites/workplaces where there is no Commonwealth contribution testing frequency will be agreed upon by mutual consent by the PC/Employer and the Union. Testing requirements will remain the same for all jobsites.

### **13. PRESCRIBED MEDICATIONS**

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- 13.1. Workers that are taking Prescribed Drugs or Pharmacy Only Drugs that they believe could register a positive test result should inform the Authorised Testing Agent prior to undergoing any requested test
- 13.2. If a Worker fails to declare that they are taking Prescribed Drugs or Pharmacy Only Drugs before being tested and they record a Non Negative Result Initial Test result, a post test declaration will not be considered relevant to the result and the Worker will be excluded from duty for the remainder of the shift, subject to a Confirmatory Test.
- 13.3. Workers who record a Non Negative Result Initial Test result will be excluded from their work duties and the workplace until a Confirmatory Test result has been received.
- 13.4. If that confirmatory result is a Positive Result Confirmatory Test, then:
  - (a) The terms and conditions of the applicable industrial agreement shall be observed in relation to consultation and consequence management action.
- 13.5. When a confirmatory test result is negative or the result recorded is less than the target level or is consistent with a level expected from therapeutic use of a Prescribed Drug or Pharmacy Only Drug, which was advised by the Worker, then the test result shall be considered a Negative Result Initial Test for the purpose of any consequence management action
- 13.6. Where a Worker is excluded from the workplace as a result of a Non Negative Result Initial Test for Drugs and the confirmatory test is positive for a Pharmacy Only or Prescription Drug, the following factors would normally be considered in deciding when it is appropriate to allow a worker to return to the workplace and/or return to normal duties:
  - (a) Whether the worker declared the medication during the pre-test interview with the Designated Collector or Authorised Testing Agent;
  - (b) The level of the medication detected is consistent with therapeutic use;
  - (c) Written advice from the worker's doctor advising that the medication is required to treat a medical condition; and
  - (d) The medication will not affect the worker's ability to perform the inherent requirements of their job - i.e. they are fit for work.

### **14. SPECIAL CIRCUMSTANCES FOR PRESCRIPTION MEDICATION**

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- 14.1. A Worker participating in a treatment plan for a medical condition, managed by a Registered Medical Practitioner and involving a Prescribed Drug/Only Drug could result in a Non Negative Result Initial Test if they are selected for Drug and Alcohol testing.
- 14.2. If in the above circumstance a Non Negative Result Initial Test occurs, and provided that the Worker has:
  - (a) Declared their use of the Prescribed Drug/Pharmacy Only Drug in a letter less than 12 months old from a registered medical practitioner before the commencement of testing; and

- (b) Declared their use of the Prescribed Drug/Pharmacy Only Drug to the Authorised Testing Agent or Designated Collector before the commencement of testing;
  - (c) Then the Non Negative Result Initial Test result shall be recorded at the workplace and a second sample of oral fluid shall be taken and sent for confirmatory testing. The worker shall be allowed to remain at work but must be precluded from high risk construction work activity until the result of the confirmatory test is known.
- 14.3. Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are consistent with that prescribed by the prescribed medical practitioner, then a Negative Result shall be recorded and no results retained.
- 14.4. Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are not consistent with that prescribed by the Registered Medical Practitioner or another drug(s) type is recorded then a positive result confirmatory test shall be recorded.
- 14.5. Where the Worker has not provided both declarations contained within this part then the Worker shall be excluded from the workplace until the results of the confirmatory test are known.

## **15. TESTING RESULTS**

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### **15.1. Alcohol**

- (a) A worker who returns a negative alcohol test will be allowed to return to work with no record of the test kept. A worker who returns a positive result for alcohol (above 0.00mg/ml) will be deemed not fit work and will not be permitted to return to work;
- (b) When a worker tests positive to alcohol in their system the workers blood alcohol concentration (BAC) may be decreasing or it may be increasing. In the interests of safety the Workers will be directed to remain within the testing vicinity and they will be re-tested no sooner than 60 minutes after the original test;
- (c) If the second test result is 0.000% the test will be regarded as negative and the Worker may return to normal duties. A Positive Result Confirmatory Test will not be recorded in these circumstances;
- (d) If the later confirmatory test indicates a BAC of greater than 0.000% a Positive Result Confirmatory Test will be recorded;
- (e) Alcohol testing shall be carried out by an Authorised Testing Agent agreed upon by the PC/Employer and the Union. The following steps shall be undertaken:
  - (i) Details of the identity of the Worker to be tested shall be recorded including the workplace name, work area and their employer will be listed on a drug and alcohol testing record form by the independent Authorised Testing Agent;
  - (ii) Workers with a BAC of greater than zero (greater than 0.000%) shall discontinue any work activities and shall be directed to undertake a second test sixty (60) minutes after the first test and the results recorded on a Drug and Alcohol Testing record Form by the independent Authorised Testing Agent;
  - (iii) Where the second test indicates a level greater than 0.00% BAC the Worker will be further excluded from work duties for the remainder of the shift;
  - (iv) Where a Worker is to be sent home using their own transport this shall only be permitted if the blood alcohol concentration test result is below that prescribed



by applicable road transport legislation and has been determined as not rising for that Worker.

- (v) Note: If the Worker's blood alcohol concentration result is greater than or equal to 0.05% BAC, all reasonable assistance is to be afforded to ensure an affected Worker can make their way from the Workplace to a safe location without harm (e.g. taxi, lift from a friend or Supervisor).
- (vi) Contractors will be responsible for the management/arrangements for their employees in accordance with their own employment arrangements.
- (vii) Any Worker that is excluded from work duties for the remainder of a shift or sent home, must, before commencing work for their next shift undertake an alcohol breath test prior to commencing that shift. If the results are negative (0.00mg/ml) the Worker shall be allowed to commence work. If the Worker returns a positive test they will not be allowed to commence work, hence page 12 of this document, 15.1 Alcohol- d) will apply.

#### 15.2. Drugs

- (a) A worker who returns a negative test will be allowed to return to work. A worker who returns a non-negative test result from their initial test (equal to or above the relevant cut-off levels of the substances referred to in AS 4760) will be deemed not fit for work and will not be allowed to return to work. (Benzodiazepine level to be provided by the prescribed testing laboratory);
- (b) Drug testing will be administered by the collection and analysis of an oral fluids specimen (saliva). Before conducting a drug test, the process used by the independent Authorised Testing Agent must be explained to the Worker providing the saliva sample;
- (c) Collecting and testing of saliva specimens shall be carried out by an Authorised Testing Agent, agreed upon by the PC/Employer and the Union, and confirmatory testing is to be carried out by a NATA accredited laboratory;
- (d) A Confirmatory Test will be required where a Non Negative Result Initial Test is recorded at the initial test. The handling of specimens taken for confirmatory testing is detailed in the process used by the Authorised Testing Agent and must be completed to Australian Standards;
- (e) Any worker attending the workplace under the influence of drugs or alcohol will be prohibited from entry. A worker returning to the workplace following their exclusion for a Positive Result Confirmatory test will be required to submit to a drug and alcohol test prior to commencing work and receive a Negative Result Initial Test for Drugs or Alcohol prior to commencing work.

### 16. FORMS OF TESTING

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#### 16.1. Self-Testing

- (a) The PC/Employer shall be required to provide sufficient self-testing facilities for alcohol and/or drugs for up to 10% of the workforce;
- (b) Where self-test facilities are made available voluntary or self-testing for alcohol will be available for Workers prior to presenting for work. A wall mounted breathalyser (optional) will be located in an area that provides for discrete privacy for the worker, whilst completing the test so the test results cannot be inadvertently observed and disclosed to other parties;

- (c) A Worker undertakes self-testing at his/her own accord; therefore, no test details are recorded. However, all Workers have obligations under the Work Health and Safety Act or equivalent occupational health and safety or occupational safety and health legislation in other States or Territories and must not wilfully place at risk their health and safety or the health and safety of other Workers or people at the workplace by commencing work if they believe they're impaired.

#### 16.2. Random Shift Testing

- (a) In terms of Random Shift Testing it is imperative that the PC/Employer and the Union do not know on what day, or at what time the Authorised Testing Agent will conduct the tests;
- (b) It is a condition of entry for all Workers at any workplace to comply with any request to participate in random Drug and Alcohol testing as a condition of employment or contract. This means that all Workers attending or seeking to attend a workplace will be eligible for testing;
- (c) Testing for Alcohol or other Drugs for Workers shall be mandatory and will be undertaken at any time throughout the Worker's hours of work (including overtime) or at any time whilst at the workplace;
- (d) Individual Workers will be selected for drug testing using a simple random selection process. A random draw will be conducted using an Authorised Testing Agent independent software to randomise the selection of Workers for testing;
- (e) The random selection process includes the selection of Workers from across the entire workplace subject to the testing;
- (f) A Worker selected for testing will be required to present themselves for testing within a reasonable time. Random shift testing shall be conducted in a room which provides for privacy for the selected worker during testing; the requirements for this room are outlined in the Room Requirements section of this policy.

#### 16.3. For Cause Testing

- (a) An employer/supervisor may only request an employee to undertake for cause testing if:
  - (i) The employee has been involved in an accident or incident, or had the potential to, cause:
  - (ii) serious and major damage to mobile plant or property; or
  - (iii) an injury to themselves or other individual(s); or
  - (iv) Participation in a relevant and specific industry focus area when the worker is undertaking High Risk Work as identified by the employer and consistent with OHS legislation. Workers will be selected for testing using a random selection process nominated by the employer following a consultation process in line with OHS legislation.

#### 16.4. Post Incident Testing

- (a) After the occurrence of a significant incident/event at a workplace, all Workers involved in the incident may be required to undergo an initial Drug and Alcohol test.

- (b) Where a Worker(s) is to be tested following a significant incident/event they shall be supervised by an Employer Representative and Employee Representative continually from the time of the incident until they have completed all testing required.
- (c) Post Incident Testing will be conducted as soon as practical after the incident/event and when it is safe to do so.
- (d) An injured Worker who requires immediate medical attention may only be tested when it is appropriate and safe to do so. This will be determined by the Construction Manager, the HSR, Delegate and the relevant PIA in consultation with the attending medical practitioner. In such cases, where testing can be conducted while under medical care, a saliva testing process will be used.

#### 16.5. Reasonable Concern Testing

- (a) An employer may only request an employee to undertake reasonable concern testing if the following criteria are met:
  - (i) An observable phenomena occurs, which is:
    - a. the direct observation of the employee of use of, and/or the physical behavioural symptoms of being impaired by, alcohol; and/or
    - b. Unusual and/or inexplicable actions by the employee; or
  - (ii) There is evidence that the employee is involved in the use or possession of alcohol and/or other drugs while working; or
  - (iii) The employee has breached safety precautions or procedures.

#### 16.6. Testing of Minors

- (a) A letter of consent contained within the work experience and student placement procedure shall be signed by the parent or guardian of any worker who is a minor seeking to access a workplace where the Impairment Policy is in place, as a condition of entry to that workplace. Alternatively, an equivalent letter signed by the parent or guardian can be provided through the minor's employer/host employer.
- (b) Where a minor is selected for testing and:
  - (i) A letter of consent is held, then the provisions of this procedure shall apply; or
  - (ii) Where a letter of consent is not held, every effort will be made to contact the minor's parents/guardians to get verbal consent to participate in the testing procedure. If consent is given then the normal testing procedures will apply, if contact cannot be made and/or consent is not given then the minor will be excluded from any high risk activities or potentially excluded from site until consent is given.

### 17. REFUSAL TO TEST

---

- 17.1. If a Worker refuses to participate in workplace Drug and Alcohol testing the following will apply:
  - (a) The Employer, will inform the Worker and the workers chosen representative, that the refusal will have the same consequences as a non-negative result, i.e. that the employee will be deemed to be unfit for work due to the presence of alcohol or drugs;
  - (b) if the worker still refuses, the Employer and the PIA, shall consult with the worker and the workers chosen representative, regarding the requirements, process and

consequences of refusing to test and encourage them to partake in the test. This would be the second request to be tested;

- (c) If the worker still refuses, the refusal will be treated as a confirmed positive result, and will be subjected to the relevant consequences of such. All reasonable assistance is to be offered to ensure the employee can make their way from the workplace to a safe location without harm (i.e. taxi, lift from a friend or fellow worker). An agreed leave of absence arrangement is to apply for the duration of their absence.

## **18. DISCIPLINARY ACTION**

---

- 18.1. The following sets out the action which may be taken when a worker returns a confirmed positive result to an alcohol or drug test.
- 18.2. First Occasion - A worker who has received a first confirmed positive test for alcohol or drugs (other than by self-testing) will be:
  - (a) Required to attend the Support as referred to in this Policy;
  - (b) Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;
  - (c) Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.
- 18.3. Second occasion - A worker who has received a second confirmed positive test for alcohol or drugs (other than by self-testing) within any 12 month period will be:
  - (a) Required to re-attend the Support as referred to in this Policy
  - (b) Required to participate in a rehabilitation program referred to in "Support" in this policy
  - (c) Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;
  - (d) Given a verbal warning with a diary entry placed on file; and
  - (e) Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.
- 18.4. A worker who has received three confirmed positive test results for alcohol or drugs which has been detected in a 12 month period may be disciplined under the Employer's disciplinary processes.
- 18.5. A worker who fails to attend EAP sessions may be disciplined under this policy in accordance with principles of natural justice.
- 18.6. No disciplinary action will be taken in respect of positive test results from a self-test.

## **19. SUPPORT**

---

- 19.1. The Principle Contractor (PC)/Employer will make available support to workers in respect of drug and alcohol issues. This will include:
  - (a) allowing access to any Union support programs; and
  - (b) provide an employer funded Employee Assistance Provider (EAP) to be available to workers.

- 19.2. The worker will be allowed to access a Union support program and/or EAP counselling during normal working hours and without loss of pay, or any form of employer retribution.

## **20. SELF- DECLARATION**

---

- 20.1. Workers will not be disadvantaged for self-disclosure and therefore will be supported through counselling and rehabilitation processes and provided with the Support contained in this policy. In such cases the worker will be permitted to access personal leave in the first instance, then accrued leave, and may return to work when fit for duty.
- 20.2. The worker may be suspended from any work, with pay, with immediate effect in order for an assessment to be made of the duties they are able to perform safely and a drug and alcohol test is to be taken as soon as reasonably practicable.

## **21. PRIVACY**

---

- 21.1. Drug and Alcohol testing results shall remain confidential and will only be used for the purpose of compliance with this Procedure in the manner required by the Privacy Act 1988 (Cth). Any information provided or declared by a Worker regarding:
- (a) Prescribed Drug and Pharmacy Only Drug consumed;
  - (b) Medical conditions or the like;
  - (c) Their proposed return to the workplace following exclusion by this procedure;
- 21.2. Will also remain confidential and managed in accordance with the Privacy Act 1988 (Cth). Similarly, where a Worker supplies information regarding the use, sale or supply of Drugs or Alcohol at a workplace, unless the Worker otherwise agrees or as otherwise required by law, the Worker's identity will be kept confidential.
- 21.3. All Positive Results Confirmatory Test will be maintained on the relevant Worker's personnel records located at the workplace.
- 21.4. Protections from Worker Deoxyribonucleic Acid (DNA) misuse
- 21.5. Workers selected for testing shall have their personal DNA protected by:
- (a) In the case of unintended collection of a Worker's DNA during the collection of an oral saliva sample for an initial test, by the worker being offered the used collection cartridge upon completion of the initial test.
  - (b) In the case of unintended collection of a Workers DNA during the collection of an oral saliva sample for testing at a NATA approved laboratory for an initial Non Negative Result Initial Test, by ensuring that the documentation that accompanies the collection cartridge to the NATA approved laboratory does not include the workers name or address but contains only that information sufficient to comply with AS4760 e.g. test report number and date of birth.
- 21.6. These protections will be notified to Workers during training.

## **22. CONSULTATION**

---

- 22.1. If a party believes that an amendment to the impairment policy is required, they shall request and organise a consultation meeting involving the Employer, the Union and any other relevant stakeholders.
- 22.2. The attendees shall seek to reach agreement on any proposed amendments.

- 22.3. No amendments shall be implemented unless agreement is reached by the Employer, the Union and the relevant stakeholders.
- 22.4. Employment Assistance Program (EAP)
- 22.5. The Employment Assistance Program (EAP) is an agreed independent, professional and confidential service that aims to provide employees with assistance when affected by personal or job related problems.
- 22.6. To have a successful Impairment Policy at the workplace, the Policy must address how those at the workplace, including employees of the principal contractor, subcontractors and their employees and others, will be required to comply with the Impairment Policy.
- 22.7. The below requirements will be audited on an annual basis of the employer:
- (a) Must be able to provide EAP support in all States, Territories and regional areas of Australia;
  - (b) Must outline in their Impairment Policy how workers who attend for work affected by drugs or alcohol will be counselled and assisted, apart from any disciplinary process that might apply;
  - (c) Must have a memorandum of understanding (MOU) with relevant stakeholders within treatment support areas;
  - (d) Provide support for their workers and their immediate families;
  - (e) Must be able to provide treatment services which must include the following:
    - (i) General counselling;
    - (ii) Drug and Alcohol counselling;
    - (iii) Drug and Alcohol detoxification services;
    - (iv) Drug and Alcohol rehabilitation services;
    - (v) Case Management services;
    - (vi) Psychology services;
  - (f) Must have a history of delivering support services to the Building and Construction Industry
  - (g) Must be able to develop and implement a plan to promote the impairment policy within the workplace

## APPENDIX 5 – AUDIT FORM

EMPLOYER NAME:		
ABN NUMBER:		
ADDRESS:		
PRINCIPAL NAME:		
PRINCIPAL TITLE:		
WORKCOVER POLICY NUMBER:		
Number of personnel:		
Overtime 1½x		
Overtime 2x		
Base Hourly Rate		
Fares & Travel		
BUSSQ (Superannuation):	<input type="checkbox"/> Yes	<input type="checkbox"/> No
BERT:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
BEWT:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
CIPQ:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
RDO Accrual:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Annual Leave:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Sick Leave:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
PSLS:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Group Tax:	<input type="checkbox"/> Yes	<input type="checkbox"/> No

STATUTORY DECLARATION BY PRINCIPAL: I hereby state that the Employer has paid all of its entitlements and legal obligations in accordance with the appropriate industrial instrument.

..... PRINCIPAL

AUTHORISED BY CPA/INSTITUTE OF CHARTERED ACCOUNTANTS

EMPLOYER NAME:

NAME OF ACCOUNTANT:

REGISTRATION DETAILS

AUTHORISATION STATEMENT: I have examined the time and wages records and hereby certify that they are in accordance with the appropriate industrial instrument.

..... CERTIFIED PRACTISING ACCOUNTANT

## **APPENDIX 6 - CALCULATION OF SUPERANNUATION**

The rates as calculated under Superannuation in this Agreement have been calculated using the agreed industry formula as follows:

### **Employer Contribution**

12% of the sum of:

CW3 – Carpenters rate (36 hours);

Site allowance p/h (\$50m project);

leading hand rate (2-5) p/h; and

fares and travel 5-day week.

### **Co-contribution**

CW3 – Carpenters rate (36 hours);

Site allowance p/h (\$50m project);

leading hand rate (2-5) p/h; and

fares and travel 5-day week.



## ENDORSEMENT OF THE AGREEMENT

Signed for and on behalf of **RB Major Projects Pty Ltd** (ABN 70639666023)

I, Rhys Mirkin, Managing Director of RB Major Projects Pty Ltd am authorised to sign the Agreement on behalf of RB Major Projects Pty Ltd:

  
SIGN NAME

75 Boundary Street, BEENLEIGH, QLD, 4207

ADDRESS

16.4.2024

DATE

IN THE PRESENCE OF

  
WITNESS SIGNATURE

Emma Eaves  
WITNESS NAME

Signed for and on behalf of the **Construction, Forestry and Maritime Employees Union**

I, Michael Baybar/Jade Ingham, Divisional Branch Secretary/Assistant Secretary of The Construction, Forestry and Maritime Employees Union, Construction and General Division, Queensland Northern Territory Divisional Branch am authorised to sign the Agreement on behalf of The Construction, Forestry and Maritime Employees Union:

  
SIGN NAME

19.4.2024

DATE

16 Campbell Street, Bowen Hills, Qld, 4006

ADDRESS

IN THE PRESENCE OF

  
WITNESS SIGNATURE

Emma Eaves  
PRINT NAME

Hells Angels Gold Coast extortion charges: former chapter member to be bailed | The Courier Mail

## Hells Angels Gold Coast extortion charges: former chapter member to be bailed

THE cash-strapped parents of an accused Hells Angel are set to post a large surety to secure his bail on extortion charges.

**Tony Keim**

2 min read

June 18, 2014 - 12:24PM

AA



00:30

**VIDEO: The actions that led to a bikie payback**

This is what one man did outside a Hells Angels clubroom — which triggered a bikie raid on his home and an 11-year-old boy being shot.

### **QLD News**

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THE alleged ringleader of a Hells Angels bikie extortion syndicate has been granted conditional release from jail, provided his cash-strapped parents post his \$20,000 bail surety.

The Brisbane Supreme Court was today told Rhys Tracy Mirkin was a patched member of the outlaw motorcycle gang when he and two bikie associates they allegedly extorted \$16,000 from a probationary club member after a bungled “ice” drug deal.

## COURT: Former Titans star bailed

Court documents reveal police will allege "Croc" Mirkin was a member of the Hells Angels' Gold Coast chapter when he and fellow members Brady Van Rooijen, 25, and former Gold Coast Titans rising star Christopher Bloomfield, 23, threatened to kill the alleged victim and his family.

Documents obtained by *The Courier-Mail* reveal Mirkin allegedly supplied a probationary club member with a large quantity of methamphetamine and ordered both Van Rooijen and Bloomfield to recoup the \$16,000 debt by whatever means necessary when the so-called victim failed to pay.

Police are expected to allege the victim was bashed, had his BMW taken and was told he and his family would be shot and killed if he didn't cover an outstanding drug debt promptly.

Mirkin, documents reveal, threatened the victim during a covertly recorded conversation during which the Hells Angel is heard to say: "Once the debt is paid the 'whole crew' is not going to bother you, nobody's going to [REDACTED] go near you."

However, when the "proby" member failed to settle the debt "the crew" are alleged to have told him: "(We) know where your [REDACTED] family lives and (we'll) shoot every single one of those [REDACTED] till (we) find you."

Mirkin, 30, has been in jail since police from crack anti-bikie Taskforce Maxima Hydra raided a Varisty Lakes property in March.

Mirkin is facing charges of extortion, supplying dangerous drugs and being a participant of a criminal organisation in a public place with two or more other participants.

Prosecutor Sal Vasta opposed Mirkin's bail application on the grounds there was a significant risk the alleged bikie would flee or commit further offences if released.

Mr Vasta also pointed out Mirkin faced a minimum mandatory sentence of 15 years' jail if convicted of being a criminal organisation participant under Queensland's tough Vicious Lawless Association Disestablishment Act 2013.

Barrister Peter Callaghan, SC, for Mirkin, said his client had absolutely no previous convictions for violence, breaches of bail and previously spent anytime in prison.

He said there were also no allegations his client had inflicted any violence on the alleged victim.

Mr Callaghan said Mirkin was prepared to obey strict and onerous conditions if granted bail and that the former Hells Angels' parents — who were people of modest means — were prepared to offer a \$20,000 surety to secure their son's freedom.

Justice David Boddice granted Mirkin bail on condition he report to Broadbeach police daily, surrender his passport, obey a 9pm to 5am curfew and post a surety.

Both Bloomfield and Van Rooijen were granted conditional bail earlier this month.

Police claim the victim — a friend of one man who owed the gang and could not pay up — was bashed, had his BMW taken and was threatened by Bloomfield that he would be shot and killed if he didn't cover the outstanding debt.

Barrister Saul Holt, for Bloomfield and Van Rooijen, said his clients would strenuously deny the charges allegedly committed between October 2013 and May last year.

Van Rooijen's heavily pregnant partner wept openly in court on Friday when Justice Wilson announced he would grant both men conditional release.





**ASIC**

Australian Securities & Investments Commission

Tabled by: JM McDonald, Mbr for Latip  
At: HBPMC Estimates hearing  
Time/date: 11:30am 24/7/2024  
Signature: M Feltard

## Current & Historical Company Extract

**Name:** RB SCAFFOLDING MAJOR PROJECTS PTY LTD  
**ACN:** 658 738 160

Date/Time: 21 February 2024 AEST 12:57:31 PM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

EXTRACT

Organisation Details	Document Number
<b>Current Organisation Details</b>	
Name: RB SCAFFOLDING MAJOR PROJECTS PTY LTD	5EFY55226
ACN: 658 738 160	
ABN: 39658738160	
Registered in: Queensland	
Registration date: 12/04/2022	
Next review date: 12/04/2024	
Name start date: 12/04/2022	
Status: Registered	
Company type: Australian Proprietary Company	
Class: Limited By Shares	
Subclass: Proprietary Company	

Address Details	Document Number
<b>Current</b>	
Registered address: 75 Boundary Street, BEENLEIGH QLD 4207	5EFY55226
Start date: 12/04/2022	
Principal Place Of Business address: 75 Boundary Street, BEENLEIGH QLD 4207	5EFY55226
Start date: 12/04/2022	

<b>Contact Address</b>
Section 146A of the Corporations Act 2001 states 'A contact address is the address to which communications and notices are sent from ASIC to the company'.
<b>Current</b>
Address: PO BOX 5890, GOLD COAST MC QLD 9726
Start date: 08/09/2023
<b>Historical</b>
Address: GPO BOX 1259, BRISBANE QLD 4001
Start date: 10/05/2022
Cease date: 08/09/2023

Officeholders and Other Roles	Document Number
<b>Director</b>	
Name: RHYS TRACY MIRKIN	7ECI40027
Address: 18 McLaughlin Circuit, OXFENFORD QLD 4210	
Born: 12/04/1984, WILLIAMSTOWN NORTH, VIC	
Appointment date: 01/09/2023	
<b>Secretary</b>	
Name: RHYS TRACY MIRKIN	7ECI40027
Address: 18 McLaughlin Circuit, OXFENFORD QLD 4210	
Born: 12/04/1984, WILLIAMSTOWN NORTH, VIC	
Appointment date: 01/09/2023	
<b>Previous Director</b>	

Name:	BRADY VAN ROOIJEN	5EFY55226
Address:	23 Serenade Drive, COOMERA QLD 4209	
Born:	30/04/1989, LAUNCESTON, TAS	
Appointment date:	12/04/2022	
Cease date:	01/09/2023	
<b>Previous Secretary</b>		
Name:	BRADY VAN ROOIJEN	5EFY55226
Address:	23 Serenade Drive, COOMERA QLD 4209	
Born:	30/04/1989, LAUNCESTON, TAS	
Appointment date:	12/04/2022	
Cease date:	01/09/2023	

**Share Information****Share Structure**

Class	Description	Number issued	Total amount paid	Total amount unpaid	Document number
ORD	ORDINARY	12	12.00	0.00	5EFY55226

**Members**

Note: For each class of shares issued by a proprietary company, ASIC records the details of the top twenty members of the class (based on shareholdings). The details of any other members holding the same number of shares as the twentieth ranked member will also be recorded by ASIC on the database. Where available, historical records show that a member has ceased to be ranked amongst the top twenty members. This may, but does not necessarily mean, that they have ceased to be a member of the company.

Name: RHYS TRACY MIRKIN  
Address: 18 McLaughlin Circuit, OXENFORD QLD 4210

Class	Number held	Beneficially held	Paid	Document number
ORD	12	no	FULLY	7ECI40027

**Previous Members**

Name: RBW GROUP PTY LTD  
ACN: 640 132 234  
Address: Level 23, 345 Queen Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
ORD	12	yes	FULLY	5EFY55226

**Documents**

Note: Where no Date Processed is shown, the document in question has not been processed. In these

instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
12/04/2022	201C Application For Registration As A Proprietary Company	12/04/2022	3	12/04/2022	5EFY55226
11/09/2023	484 Change To Company Details 484E Appointment Or Cessation Of A Company Officeholder 484N Changes To (Members) Share Holdings	11/09/2023	3	11/09/2023	7ECI40027

\*\*\*End of Extract of 3 Pages\*\*\*





ASIC

Australian Securities & Investments Commission

Tabled by: J. McDonald, M. for Lockyer  
At: #B3m/ Estimates hearing  
Time/date: 11:30am 24/7/2024  
Signature: M. Telford

## Current & Historical Company Extract

**Name:** RB SCAFFOLDING PTY LTD

**ACN:** 639 579 301

**Date/Time:** 21 February 2024 AEST 12:57:30 PM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

EXTRACT

Organisation Details		Document Number
<b>Current Organisation Details</b>		
Name:	RB SCAFFOLDING PTY LTD	031054161
ACN:	639 579 301	
ABN:	56639579301	
Registered in:	Queensland	
Registration date:	05/03/2020	
Next review date:	05/03/2024	
Name start date:	05/03/2020	
Status:	Registered	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	
<b>Previous Organisation Details from 19/05/2022 to 26/05/2022</b>		
Name:	RB SCAFFOLDING PTY LTD	0D0831525
Name start:	05/03/2020	
Status:	Strike-Off Action In Progress	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	
<b>Previous Organisation Details from 05/03/2020 to 18/05/2022</b>		
Name:	RB SCAFFOLDING PTY LTD	5EBO53736
Name start:	05/03/2020	
Status:	Registered	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	
<b>Address Details</b>		<b>Document Number</b>
<b>Current</b>		
Registered address:	75 Boundary Street, BEENLEIGH QLD 4207	7EBZ96058
Start date:	09/01/2023	
Principal Place Of Business address:	75 Boundary Street, BEENLEIGH QLD 4207	7EBZ96058
Start date:	01/01/2023	
<b>Historical</b>		
Registered address:	75 Boundary Street, BEENLEIGH QLD 4207	7EBY12982
Start date:	14/11/2022	
Cease date:	08/01/2023	
Registered address:	MCINNES WILSON LAWYERS, Level 23, 345 Queen Street, BRISBANE CITY QLD 4000	7EBD57746
Start date:	12/01/2021	
Cease date:	13/11/2022	

Registered address:	UNIT 5, 'Asic Mail Returned 02/04/2020', 269 **abbotsford Road, BOWEN HILLS QLD 4006	030720470
Start date:	UNKNOWN	
Cease date:	11/01/2021	
Registered address:	Unit 5, 269 Abbotsford Road, BOWEN HILLS QLD 4006	5EBO53736
Start date:	05/03/2020	
Cease date:	UNKNOWN	
Principal Place Of Business address:	75 Boundary Street, BEENLEIGH QLD 4207	7EBY12982
Start date:	01/11/2022	
Cease date:	31/12/2022	
Principal Place Of Business address:	Level 23, 345 Queen Street, BRISBANE CITY QLD 4000	7EBD57746
Start date:	17/12/2020	
Cease date:	31/10/2022	
Principal Place Of Business address:	UNIT 5, 'Asic Mail Returned 02/04/2020', 269 **abbotsford Road, BOWEN HILLS QLD 4006	030720470
Start date:	UNKNOWN	
Cease date:	16/12/2020	
Principal Place Of Business address:	Unit 5, 269 Abbotsford Road, BOWEN HILLS QLD 4006	5EBO53736
Start date:	05/03/2020	
Cease date:	UNKNOWN	

**Contact Address**

Section 146A of the Corporations Act 2001 states 'A contact address is the address to which communications and notices are sent from ASIC to the company'.

**Current**

Address: GPO BOX 1259, BRISBANE QLD 4001  
Start date: 10/03/2020

**Officeholders and Other Roles****Document Number****Director**

Name: BRADY VAN ROOIJEN 5EBO53736  
Address: 23 Serenade Drive, COOMERA QLD 4209  
Born: 30/04/1989, LAUNCESTON, TAS  
Appointment date: 05/03/2020

**Secretary**

Name: BRADY VAN ROOIJEN 5EBO53736  
Address: 23 Serenade Drive, COOMERA QLD 4209  
Born: 30/04/1989, LAUNCESTON, TAS  
Appointment date: 05/03/2020

**Previous Ultimate Holding Company**

Name: RB ADMIN PTY LTD 5EBO53736  
ACN: 639 577 491  
ABN: 48639077491

**Share Information****Share Structure**

Class	Description	Number issued	Total amount paid	Total amount unpaid	Document number
ORD	ORDINARY	12	12.00	0.00	5EBO53736

**Members**

Note: For each class of shares issued by a proprietary company, ASIC records the details of the top twenty members of the class (based on shareholdings). The details of any other members holding the same number of shares as the twentieth ranked member will also be recorded by ASIC on the database. Where available, historical records show that a member has ceased to be ranked amongst the top twenty members. This may, but does not necessarily mean, that they have ceased to be a member of the company.

Name: RBW GROUP PTY LTD  
ACN: 640 132 234  
Address: '23', 345 Queen Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
ORD	12	yes	FULLY	7EBI60515

**Previous Members**

Name: RB ADMIN PTY LTD  
ACN: 639 077 491  
Address: Unit 5, 269 Abbotsford Road, BOWEN HILLS QLD 4006

Class	Number held	Beneficially held	Paid	Document number
ORD	12	yes	FULLY	5EBO53736

**Documents**

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
05/03/2020	201C Application For Registration As A Proprietary Company	05/03/2020	3	05/03/2020	5EBO53736
09/04/2020	484N Change To Company Details Changes To (Members) Share Holdings	09/04/2020	2	09/04/2020	5EBP49917

05/01/2021	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address)	05/01/2021	2	05/01/2021	7EBD57746
22/06/2021	484A2 Change To Company Details Change Member Name Or Address	22/06/2021	2	22/06/2021	7EBI60515
20/07/2021	484D Change To Company Details Change To Ultimate Holding Company	20/07/2021	2	20/07/2021	7EBJ63033
07/11/2022	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address)	07/11/2022	2	07/11/2022	7EBY12982
02/01/2023	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address)	02/01/2023	2	02/01/2023	7EBZ96058

Note: Where the expression 'Unknown' is shown, the precise date may be available from records taken over on 1 January 1991 and held by ASIC in paper or microfiche.

\*\*\*End of Extract of 4 Pages\*\*\*



**ASIC**

Australian Securities & Investments Commission

## Current & Historical Company Extract

**Name:** RB MAJOR PROJECTS PTY LTD

**ACN:** 639 666 023

**Date/Time:** 15 July 2024 AEST 02:37:06 PM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

EXTRACT

Organisation Details	Document Number
<b>Current Organisation Details</b>	
Name: RB MAJOR PROJECTS PTY LTD	5EBO60421
ACN: 639 666 023	
ABN: 70639666023	
Registered in: Queensland	
Registration date: 10/03/2020	
Next review date: 10/03/2025	
Name start date: 10/03/2020	
Status: Registered	
Company type: Australian Proprietary Company	
Class: Limited By Shares	
Subclass: Proprietary Company	

Address Details	Document Number
<b>Current</b>	
Registered address: 75 Boundary Street, BEENLEIGH QLD 4207	7EBZ96061
Start date: 09/01/2023	
Principal Place Of Business address: 75 Boundary Street, BEENLEIGH QLD 4207	7EBZ96061
Start date: 01/01/2023	
<b>Historical</b>	
Registered address: C/- MCINNES WILSON LAWYERS, Level 23, 345 Queen Street, BRISBANE QLD 4000	7EBI60525
Start date: 29/06/2021	
Cease date: 08/01/2023	
Registered address: UNIT 5, 'Asic Mail Returned 28/04/2020', 269 **abbotsford Road, BOWEN HILLS QLD 4006	030955743
Start date: UNKNOWN	
Cease date: 28/06/2021	
Registered address: Unit 5, 269 Abbotsford Road, BOWEN HILLS QLD 4006	5EBO60421
Start date: 10/03/2020	
Cease date: UNKNOWN	
Principal Place Of Business address: Level 23, 345 Queen Street, BRISBANE QLD 4000	7EBI60525
Start date: 11/06/2021	
Cease date: 31/12/2022	
Principal Place Of Business address: UNIT 5, 'Asic Mail Returned 28/04/2020', 269 **abbotsford Road, BOWEN HILLS QLD 4006	030955743
Start date: UNKNOWN	
Cease date: 10/06/2021	
Principal Place Of Business address: Unit 5, 269 Abbotsford Road, BOWEN HILLS QLD 4006	5EBO60421
Start date: 10/03/2020	

Cease date: UNKNOWN

Contact Address

Section 146A of the Corporations Act 2001 states 'A contact address is the address to which communications and notices are sent from ASIC to the company'.

Current

Address: PO BOX 5890, GOLD COAST MC QLD 9726  
Start date: 23/05/2024

Historical

Address: GPO BOX 1259, BRISBANE QLD 4001  
Start date: 10/03/2020  
Cease date: 23/05/2024

Officeholders and Other Roles

Director

Name: RHYS TRACY MIRKIN 7EBI60525  
Address: Level 23, 345 Queen Street, BRISBANE QLD 4000  
Born: 12/04/1984, WILLIAMSTOWN, VIC  
Appointment date: 10/03/2020

Secretary

Name: RHYS TRACY MIRKIN 7EBI60525  
Address: Level 23, 345 Queen Street, BRISBANE QLD 4000  
Born: 12/04/1984, WILLIAMSTOWN, VIC  
Appointment date: 10/03/2020

Share Information

Share Structure

Class	Description	Number issued	Total amount paid	Total amount unpaid	Document number
ORD	ORDINARY	12	12.00	0.00	5EBO60421

Members

Note: For each class of shares issued by a proprietary company, ASIC records the details of the top twenty members of the class (based on shareholdings). The details of any other members holding the same number of shares as the twentieth ranked member will also be recorded by ASIC on the database. Where available, historical records show that a member has ceased to be ranked amongst the top twenty members. This may, but does not necessarily mean, that they have ceased to be a member of the company.

Name: RHYS TRACY MIRKIN  
Address: Level 23, 345 Queen Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
ORD	12	yes	FULLY	7EBI60525

Previous Members



Name: RHYS TRACY MIRKIN  
Address: 18 McLaughlin Circuit, OXFENFORD QLD 4210

Class	Number held	Beneficially held	Paid	Document number
ORD	12	no	FULLY	5EBO60421

**Documents**

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
10/03/2020	201C Application For Registration As A Proprietary Company	10/03/2020	3	10/03/2020	5EBO60421
22/06/2021	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address) 484A1 Change Officeholder Name Or Address 484A2 Change Member Name Or Address	22/06/2021	3	22/06/2021	7EBI60525
02/01/2023	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address)	02/01/2023	2	02/01/2023	7EBZ96061

Note: Where the expression 'Unknown' is shown, the precise date may be available from records taken over on 1 January 1991 and held by ASIC in paper or microfiche.

\*\*\*End of Extract of 3 Pages\*\*\*

Tabled by: JM McDonald, Mbr Av Lockyer  
At: HBBMC Estimates hearing  
Time/date: 11:30am 24/7/2024  
Signature: M Telford



Rhys Mirkin updated his cover photo.

January 25, 2015 · 🌐



👍 10



Independent review of  
the homelessness  
response in Queensland



Tabled by: M. Scanlon, Min Housing  
At: 2:57pm, 24/7/2024  
Time/date: ABMCE Estimate Hearing  
Signature: M. Telford

# Independent review of the homelessness response in Queensland

Review Update June 2024

# Acknowledgements

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The Independent Review of the homelessness response in Queensland acknowledges the Traditional Owners and Custodians of the lands on which we meet, work, and live. We pay our respects to the Elders past, present, and emerging, and recognise their enduring connection to Country, waters, and community.

We acknowledge the Jagera and Turrbal peoples as the Traditional Custodians of the land on which our office is located in Meanjin (Brisbane). We extend this respect to all Aboriginal and Torres Strait Islander peoples across Queensland, whose diverse cultures, histories, and knowledge systems continue to enrich our communities.

We recognise the deep relationship, connection, and responsibility to land, sea, and sky as central to identity and culture. We honour the resilience, strength, and wisdom of First Nations peoples and their ongoing contributions to the stewardship and protection of these lands for thousands of generations.

In conducting this review, we are committed to listening to and learning from the voices of Aboriginal and Torres Strait Islander peoples, ensuring that their perspectives and experiences are integral to our understanding and recommendations. We strive to work in partnership with First Nations communities to address homelessness and create a future where all Queenslanders have access to safe, secure, and affordable housing.

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# Why are we doing this review?

Homelessness is not just about numbers or data points - it's about people, their dignity, and their need for a safe and supportive place to call home. We are doing this review to improve the response to homelessness by designing a system that better considers our people and their stories to ensure homelessness is rare, brief, and non-recurring.

Homelessness is a global social issue which has been growing at an alarming rate internationally and across Australia, including in Queensland.<sup>1</sup> It arises from various underlying factors, including poverty, housing supply pressures, domestic and family violence, mental health challenges, addiction, and many more. The COVID-19 pandemic, natural disasters, economic impacts and broader cost-of-living challenges have all contributed to global influences such as homelessness<sup>2</sup>. Traditionally associated with single men, particularly those dealing with substance abuse or mental health issues, homelessness is now affecting a broader and a more diverse group of people. Families, women, children and young people are increasingly experiencing homelessness, reflecting significant changes in our social landscape.<sup>3</sup>

Economic pressures are major drivers of this shift. Rising housing costs have made it difficult for lower-income earners to afford stable housing. The widening gap between income and housing expenses has pushed more people into precarious living situations. A shortage of affordable housing has driven up rental prices, making it even harder for lower-income individuals and families to find or afford stable homes.<sup>4</sup>

Domestic and family violence has also contributed to the changing face of homelessness. Women and children escaping abusive environments represent a rapidly growing segment of the homeless population in Queensland. The lack of affordable housing options makes it difficult for them to secure safe homes and sustain tenancies.<sup>5</sup> Furthermore, the rising incidence of mental health challenges and addiction issues has placed pressure on allied support systems, leading to higher rates of homelessness among these groups.<sup>6</sup>

First Nations Queenslanders experience homelessness at a rate five times higher than the rate of non-Indigenous Queenslanders due to issues such as remoteness, poverty, discrimination, and inadequate access to appropriate services.<sup>7</sup> The impact of these issues extends to First Nations Queenslanders staying homeless longer than other groups.<sup>8</sup> These factors underscore the need for targeted and culturally sensitive responses.<sup>9</sup>

Many families are locked into cycles of intergenerational trauma and poverty, where historical and ongoing traumatic experiences, such as those faced by Aboriginal and Torres Strait Islander communities, exacerbate their vulnerability to homelessness. This can perpetuate a cycle of poverty, mental health issues, and housing instability, making it even more challenging for affected families to break free from homelessness and achieve long-term stability.





**When you're homeless and looking for a house, it's a long way back. It's exhausting."**

*Person with lived experience of homelessness*

Queensland's population growth, characterised by an influx of people moving to the State, has further intensified the demand for housing, outstripping supply at a growing rate.<sup>10</sup> Increased funding for specialist homelessness services and housing support and accelerated construction of social and affordable housing will not close the housing supply gap overnight.

Addressing homelessness requires recognition of the diverse needs of individuals and families who are either experiencing or at risk of becoming homeless. Providing a roof is often just part of the solution. Effective responses must involve coordinated efforts from specialist homelessness services in partnership with government agencies and other community groups. These efforts must include comprehensive, supportive, and wraparound services that address both the root causes and consequences of homelessness.

Wraparound services include housing, healthcare, mental health services, substance abuse treatment, employment assistance, education, and legal support. Better integration of these services will help individuals and families to receive the comprehensive assistance they need to address the causes of their homelessness.

A shift to a truly supportive housing approach requires sustained, decades-long investment as seen in countries such as Finland.<sup>11</sup> This requires bipartisan support for a common goal towards ending homelessness.

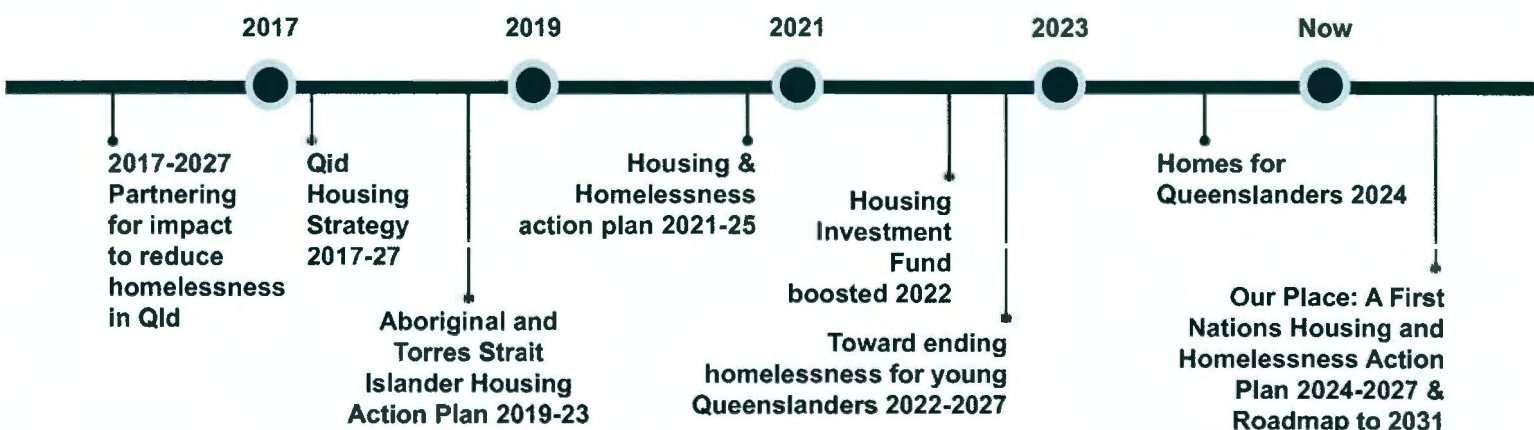
Government and service providers need to work in partnership to create a seamless support network that effectively addresses the multifaceted challenges of homelessness - across sectors, geographies, and communities. Collaboration in this way ensures that services are accessible and tailored to the specific needs of different populations, such as families, youth, and Indigenous Australians.

Prevention is crucial. For some individuals, the most effective response may be to help them maintain their existing tenancy. Women, families with children, and young people experiencing homelessness must be prioritised for support and access to housing. While crisis accommodation serves as a short-term emergency response, it is neither suitable nor sustainable in the medium to long term.

There has been a focus on addressing homelessness by successive governments over the past two decades.

Much has been done in terms of investment and planning, however there is more to do in terms of system design and delivery to strengthen integrated support services centred around the unique needs of individuals and communities.

The purpose of this review is to design a system response which moves toward ending homelessness in a way that ensures being homeless is rare, brief, and non-recurring. This needs a bipartisan and enduring focus on early intervention and prevention as well as longer term sustainable support and secure tenancies.





# What is the approach to the review?

The Queensland Government is working towards ending homelessness, recognising that vulnerable community members deserve access to safe, secure, and affordable housing. To address this pressing issue, the Government has launched an independent review of the homelessness response in Queensland, led by Rachel Hunter PSM. This review aims to provide a comprehensive analysis of the current state of homelessness, identify gaps in the existing support systems, and propose actionable solutions to ensure that no one is without a safe place to call home.

The review is guided by a terms of reference, and commenced on 21 March 2024. To deliver this first phase of the review, key inputs were sought to understand the current state of the system and service response to homelessness in Queensland.



## Expert Reference Group:

- Provided advice and input on the nature and range of services in Queensland, factors influencing homelessness, and strategies to improve service responses.
- Included representatives from peak bodies, Specialist Homelessness Service (SHS) providers, Community Housing Providers (CHPs), and other key stakeholders.



## Data and evidence:

- Data and evidence were gathered to map the current state, including experiences, challenges, successes, and opportunities. This process included demand mapping to understand needs and investment mapping to identify current resource allocation. This information was used to identify trends, gaps, and areas for improvement in the response to homelessness.



## What are the system and service reforms needed to optimise investment in homelessness services and responses to minimise the incidence of homelessness and improve outcomes for people at risk of, or experiencing homelessness over the next 3 to 5 years?



### Stakeholder Engagement:

- Engaged 1,290 people, including those experiencing homelessness, service providers, Non-Government Organisations (NGOs), and government frontline staff from 60 locations across Queensland including urban, regional, rural, and remote areas.
- Consultations gathered insights on the scale and profile of homelessness, the nature and range of services, and ways to address risk factors. They provided local understanding of different risk factors, preventative factors, drivers for homelessness, and the effectiveness of the current response.
  - **Lived Experience:** Seven focus groups were held, and stories were gathered from individuals who are currently or have previously experienced homelessness. These stories ensured a human perspective provided nuanced insight into homelessness.
  - **Regional roundtables:** Thirteen roundtables were held with SHS providers to capture regional perspectives.
  - **Government workshops:** Eleven workshops were conducted with local and state government staff to understand governance, investment and related issues.
  - **Online surveys:** Distributed to service providers and individuals experiencing homelessness, these surveys collected both quantitative and qualitative data, yielding 110 responses.
  - **Site visits:** Conducted with SHS providers to gain on-the-ground insights.



### Examples of best practice:

- Case studies were gathered to understand elements of good practice from local models, interstate programs and systems, and international approaches to ending homelessness.

This initial phase of the review aims to use data and evidence from consultation and research to provide a comprehensive and informed analysis of the efficacy of Queensland's current homelessness response. In doing so, the review has identified opportunities for improvements, including some short-term actions to achieve better outcomes for those at risk of, or experiencing, homelessness.





# How are we currently responding?

The independent review of the homelessness response in Queensland recognises the Homes for Queenslanders initiative as the foundation for the delivery of more effective housing and homelessness services across the State. The Homes for Queenslanders plan, launched in February 2024, builds on the work of the Queensland Housing Strategy 2017–2027. It acknowledges the effort and investment already made to address housing pressures and support those who are vulnerable.

This long-term housing plan aims to deliver more homes faster and provide more support for people in housing need. It reflects the government's commitment to addressing the growing pressures on the housing market, including population growth, natural disasters, and material and labour supply shortages.

Key components of the Homes for Queenslanders plan<sup>12</sup> include:

- **Increased Funding:** A \$3.1 billion investment in the State's housing system, to build more homes, support renters, help first homeowners, boost social housing, and work towards ending homelessness.
- **Building More Homes:**<sup>13</sup> A goal of building one million new homes by 2046. This is supported by a \$350 million investment targeting opportunities to unlock more State-owned land for social and affordable housing, as well as identifying ways to increase density and diversity of housing where needed.
- **Supporting Renters:**<sup>14</sup> A \$160 million package of rental relief. This includes expanded eligibility for products and services such as bond loans and rental grants which can help people to find, secure and move into, or maintain a rental home.
- **Boosting Social Housing:** A commitment to deliver 53,500 new social homes by 2046, with \$1.75 billion allocated over the next five years.
- **Ending Homelessness:**<sup>15</sup> A 20% increase in funding for frontline homelessness services, including the expansion of on-the-ground critical response teams which regularly visit known areas where people are experiencing homelessness and offer rapid support to help them find accommodation, and the development of new policy to deliver a supportive housing approach.

The Queensland Government has implemented significant measures to increase the supply of social and affordable housing.

The Queensland Housing Investment Growth Initiative (QHIGI) aims to deliver 8,365 new homes.<sup>16</sup> This initiative is supported by the \$2 billion Housing Investment Fund (HIF), which provides subsidies and capital grants to encourage partnerships between developers, CHPs, and institutional investors to develop and manage additional housing.<sup>17</sup>

The QuickStarts Qld program, part of QHIGI, is a capital investment program to accelerate the delivery of social housing and increase the supply of a range of housing types, based on local needs.<sup>18</sup> These efforts are complemented by legislative reforms and strategic land use planning to unlock more land for development and streamline housing approvals, enabling the steady increase in housing supply required to meet growing demand. In tandem these measures will be supplemented with Federal Housing Australia Future Fund (HAFF) investment to support growth in Queensland.

In partnership with the Commonwealth Government, the Queensland Government will receive more than \$398 million to deliver an additional 600 homes under the Social Housing Accelerator Fund (SHAF). This builds on the HAFF and other existing measures to support an overall increase in the supply of social and affordable housing.<sup>19</sup>

Legislative changes to strengthen the rights of renters and stabilise the rental market have been established.

These changes include:<sup>20</sup>

- Limiting rental increases to once every 12 months for all new and existing tenancies, effective from 1 July 2023.
- Banning the practice of rent bidding and introducing penalties for agents who engage in or encourage this practice.
- Establishing a Rental Sector Code of Conduct to outline the obligations of rental accommodation participants.
- Implementing a portable bond scheme to allow tenants to transfer their bond from one property to another.

The current response to homelessness is characterised by a focus on immediate support for those in need.

SHS providers in Queensland support a significant number of individuals, with 45,500 clients receiving assistance in the State every year, representing 17% of presentations to SHS providers nationally.<sup>21</sup> These services are tailored to meet the diverse needs of individuals, including those experiencing family and domestic violence, young people, and Indigenous Australians.

A key strength of the current response is the emphasis on maintaining housing for those at risk of homelessness. In FY23, almost nine out of 10 individuals at risk of homelessness were able to receive support which targeted tenancy sustainment.<sup>22</sup> This could include social housing itself, or rental assistance to maintain an existing tenancy. Access to tenancy sustainment supports is critical in preventing people from becoming homeless.

There is an array of support available, which has grown in response to increasing demand and complexity. The Government continues to adapt and enhance its support mechanisms to meet the evolving needs of those experiencing homelessness. However, the ongoing expansion of services, while necessary, adds complexity to the response, making it larger and more intricate in terms of coordination.

Building from what we know, the review will identify opportunities to improve, change or amplify the current response to ensure we meet the needs of Queenslanders.

The review will consider whether these initiatives are sufficient to meet the needs of people experiencing, or at risk of experiencing homelessness in Queensland. It will identify opportunities for improvement to ensure that every Queenslanders has access to safe, secure, and affordable housing.

There is a human story behind every homelessness statistic. It is imperative to approach the review with empathy, compassion, and a commitment to understanding the diverse needs of those experiencing homelessness. Together, we can make a difference and work towards ending homelessness in our State.



**People don't know what services are out there. I didn't know about registering or about housing."**

*Person with lived experience of homelessness*



# What is the current investment into homelessness?

The longer a person remains homeless, the more complex their needs become, in turn increasing the overall cost of support.

There have been many strategies and action plans to address homelessness in the last decade but the rate of homelessness has remained unchanged. Since the last Australian Bureau of Statistics (ABS) census in 2021, various indicators show homelessness increasing. For example, the number of people presenting to SHS providers increased by 10.3% between FY21 and FY23.<sup>23</sup> In the same time period, the investment into SHS has increased by 36% and by a further 46% in FY24.<sup>24</sup>

## Funding Landscape<sup>25</sup>

Commonwealth funding to Queensland for housing and homelessness has declined from a peak of \$429 million in FY19 to \$356 million in FY24. Of the \$356 million received in FY24, \$89 million was allocated to homelessness services. The majority of Commonwealth funding (\$62 million) was directed to services delivered by the Department of Housing, Local Government, Planning and Public Works (DHLGPPW) with the remaining \$27 million directed to four other departments.

In FY24, the total Queensland spend on homelessness services (by DHLGPPW and other departments) is estimated to reach \$444 million, an increase of around 80% over four years. Of the \$444 million, \$355 million has been provided by the Queensland Government with the remaining \$89 million provided by the Australian Government.

Of the \$444 million, \$311 million is estimated to be spent by DHLGPPW on homelessness services. In FY24, \$266 million was allocated to SHSs providing access, support, temporary supported accommodation and service system development. The Department of Justice and Attorney-General (DJAG) also allocated \$41 million to SHSs providing services specifically for women and children at risk of domestic and family violence. The remaining \$91 million was spent by other departments for services related to homelessness, including support for youth exiting state care, re-entry support and accommodation for people exiting correctional facilities, health outreach teams (for homeless people experiencing mental illness) and public intoxication programs.

## Specialist Homelessness Services providers

SHS providers are NGOs funded by DHLGPPW and DJAG (for domestic violence shelters). Over time, the funding mix has shifted with the State contributing a greater share as Commonwealth funding has not increased at the same rate as State funding.<sup>26</sup>

There are 126 NGOs providing SHS across Queensland. Almost half of all SHS provider funding is received by 10 of those organisations.<sup>27</sup> Reliance on brokerage funding for crisis accommodation and support services has increased as SHS provider capacity has become constrained. This can lead to an over reliance on motels and hotels.<sup>28</sup>

## Social Housing Supply

While investment in social housing stock has recently increased, the social housing register has also grown, with 41,484 persons across 25,364 households on the register as of June 2023, including 21,021 people who are homeless or at risk of homelessness.<sup>29</sup>

Homes for Queenslanders aims to deliver 53,500 new social homes by 2046, providing over 2,000 per year from 2028 onward. This will require partnership between all parts of the sector including state and local government, private industry and CHPs.

## Geographic Inequities<sup>30</sup>

Metropolitan areas receive 60% of SHS funding, with the remaining 40% spread across regional areas. Limited funding is allocated to remote and very remote areas, including Indigenous Local Government Areas (LGAs).

Compared to metropolitan areas, remote areas have access to fewer SHS service types such as temporary accommodation, mobile support, and outreach services, with no supportive long-term housing available in these areas.



**The current situation with homelessness is becoming increasingly urgent, and the number of people affected is growing rapidly.”**

*Specialist Homelessness Service provider*

## **New social housing models**

While there is a focus on increasing housing stock, diversification is necessary to meet the differing needs of people experiencing homelessness. New models such as supportive housing offers people access to housing that is linked to direct and tailored support services.<sup>31</sup> In 2023, it was estimated that the annual cost of Queensland Government services for a person experiencing chronic homelessness was approximately \$64,273.<sup>32</sup> In contrast, if the same person were placed in supportive housing, the cost of required Queensland Government services would be \$46,801 annually – representing an almost 30% reduction in service cost per person per year.<sup>33</sup> This is because sustaining housing has been associated with reductions in the usage of other government services such as emergency and in-patient visits, mental health services, courts, prisons, crisis accommodation services, and being victims of crime.<sup>34</sup>

The Homes for Queenslanders plan includes specific initiatives to deliver supportive accommodation models to address the needs of vulnerable groups.<sup>35</sup>

## **First Nations Queenslanders**

Despite investment, the number of First Nations people experiencing homelessness in Queensland has remained unchanged between 2006 and 2021.<sup>36</sup> Additionally, the rate of First Nations people being homeless is five times that of the non-Indigenous homeless population in Queensland.<sup>37</sup> Factors such as poverty, vulnerability, access to housing support and the absence of targeted housing and homelessness programs contribute to many First Nations people cycling in and out of homelessness.

The experience and needs of First Nations people, with respect to homelessness, are different and unique to individual circumstance. For those living in regional and remote areas, overcrowding is a significant driver of homelessness. While in metropolitan areas (e.g. Logan, Brisbane, West Morton) the needs are more diversified requiring specialist service responses.

The Queensland Government has launched Our Place, an 8-year strategy and 4-year action plan to support First Nations people in Queensland to close the housing gap. Backed by a \$61.3 million investment, the Our Place Action Plan will accelerate First Nations housing outcomes over the next 4 years to deliver outcomes across the whole housing and homelessness systems.<sup>38</sup>



# What has the review told us?

Achieving better outcomes for people experiencing homelessness will require unprecedented collaboration and partnership across all sectors.

The review has taken account of the inputs and insights from stakeholder engagement, demand and investment analysis, available literature and documentation to determine emerging areas for consideration. In doing so, the review has identified areas for focus in the homelessness response, specifically system governance and performance; housing accessibility and supply; and service delivery and support.

“**I’ve been homeless for 6 months. I’ve been camping at a caravan park... I pay \$200 a week rent... but I only get \$700 fortnight and that only leaves me with \$300 a fortnight [to live on].”**

*Person with lived experience of homelessness*

## System Governance and Performance

- **System fragmentation:** The Government has committed to work towards ending homelessness. Notwithstanding this there continues to be challenges in coordination and integration across the system leading to siloed planning and operations and fragmented delivery of services by Government, service providers, peak bodies and community organisations.
- **Geographic disparities:** Queensland's vast size and the remoteness of some communities creates challenges in delivering homelessness services equitably. Remote and regional areas face higher costs of living, reduced access to services, and a scarcity of construction and trade workers, presenting challenges in the way homeless individuals are supported in regions.
- **Performance metrics:** There is recognition across government and the sector that the reliance on throughput-based performance metrics rather than service impacts and outcomes for individuals undermines the ability to understand both the focus and effectiveness of services and supports. The absence of comprehensive data and inconsistent use of platforms impede effective tracking and support of homeless populations.

## Housing Accessibility and Supply

- **Demand outstripping supply:** The demand for housing nationally is outstripping supply. From January to September 2023, Queensland experienced a net increase in population of over 140,000 people. This translates to estimated demand for more than 57,000 dwellings. However, in the same period there was a net increase of just under 30,000 dwellings.<sup>39,40</sup> This imbalance drives up prices, making affordability and accessibility of housing challenging for lower-income earners, exacerbating housing instability and homelessness.
- **Affordability issues:** Rising rents and housing costs in the private market present further challenges for lower-income earners and people with other vulnerabilities. In Greater Brisbane (inclusive of Brisbane City, Logan City and West Moreton local areas), the portion of income required to service rent increased from 25% in March 2020 to 31% in March 2024,<sup>41</sup> while in the rest of Queensland it has increased from 29% to 36% in the same period.<sup>42</sup> This is higher than the total national rate of 32%, and the national combined regional rate of 33%.<sup>43</sup> This reduces options for affordable housing and drives housing instability or homelessness.
- **Shortage of social housing:** Queensland is experiencing a shortage of fit-for-purpose, appropriate, and affordable social housing. In 2021, 3% of the total occupied dwellings in Queensland was social housing, compared to the national figure of 4%.<sup>44</sup> This shortage increases the number of people on the social housing register each year. The reliance on the private rental market as a default response has proven difficult in recent years, hence lower vacancy rates and high rents.<sup>45</sup>
- **Shortage of diverse housing options:** There is a gap in the availability of diverse housing types across social, affordable and private rental markets. This includes size and location of dwellings, accessibility for people with disability, as well as the breadth of supportive housing available.

- **New and emerging groups:** Individuals with lower incomes and older women, are increasingly experiencing, or at risk of, homelessness and are seeking support. Additionally, there has been a 29% increase in presentations to SHS providers from women with children citing housing and/or financial difficulties.<sup>46</sup> In FY23, of the 25,364 household applications on the Queensland social housing register 6,570 (26.9%) were new applicants.<sup>47</sup>

## Service Delivery and Support

- **Crisis-driven response:** The system is currently focussed more towards crisis interventions rather than prevention and long-term support. Whilst it is not possible from the data to differentiate funding by service or intervention type, stakeholders across government, service providers and people experiencing homelessness consistently referenced the concentration of effort on a crisis-driven response.
- **Increasing presentations involving mental health and domestic and family violence:** The rising incidence of mental illness, alcohol dependency, and domestic and family violence are significant drivers of homelessness. Overcrowding in social housing can lead to relationship breakdowns further exacerbating homelessness.
- **Lived experience and delivery:** The delivery of homelessness services can be further enhanced by increasing the representation of diverse perspectives and experiences in planning and delivery. Increasing mechanisms available to capture the lived experiences of those facing homelessness, in particular for children and young people,<sup>48</sup> will assist to ensure services can more fully address the complex realities and needs of this population.





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## Data, Information, and Insight

- **Centralised data collection:** There is an urgent need for a centralised system for data collection that supports matching and tracking of individual journeys through homelessness supports and services and across the broader system. Currently, providers are uploading similar data in different formats across multiple platforms. This creates barriers to accessing meaningful, real-time, and longitudinal data.
- **Visibility of vacancies and demand:** There is limited capacity to view housing vacancies within a region. There is currently no central system where SHS providers can view or search for available accommodation. This leads to delays and inefficiencies in access and allocation of housing to those in need. Similarly, for CHPs, the lack of visibility of the housing register means these providers are unable to match available accommodation to demand in a timely and appropriate manner.
- **Reporting burden:** Providers consistently indicated that data collection practices and reporting requirements create administrative burden and do not deliver the necessary information or insight to support planning, delivery and understanding of performance. This is evident in the type and nature of data collected. Service providers in particular report a lack of transparency in both data access and feedback from the provision of data to government agencies.



**There is a new face to homelessness, working Queenslanders, families living in cars.”**

*Specialist Homelessness  
Service provider*

## Strategic Investment

- **Supportive housing programs:** Currently, there is a reliance on crisis accommodation providing temporary or short-term support. The average length of stay in temporary accommodation has increased from 77 days in FY19 to 117 days in FY23.<sup>49</sup> There is a need for the development and availability of more supportive options which provide affordable housing linked with health and social services to help tenants stay housed. This includes a mix of housing which considers the cost and intensity of support required for different homeless populations.
- **Regional community challenges:** Data indicates that in 2024 the proportion of income required to service rent in regional areas (36%) is greater than in metropolitan areas (31%).<sup>50</sup> Additionally, consultations found that regions with increased frequency and severity of natural disasters or greater economic activity through mining and defence industries experience difficulties with availability of affordable housing. The challenge in regional areas was highlighted in regional consultations with feedback that services are less accessible and the burden on the service user to seek help can be greater.
- **Impact of funding:** The current mechanisms (or lack thereof), for tracking the outcomes of investment into homelessness are neither efficient nor effective. This means there is insufficient visibility and understanding of the impacts achieved through strategic investment in the sector.



**You have to work together. You sometimes need all the services to work together for an individual.”**

*Specialist Homelessness  
Service provider*

## Workforce Development

- **Workforce support:** The homelessness workforce requires additional support and enhanced skills to effectively meet the sector's demands and address the increasingly complex needs of clients. The work is highly demanding, both physically and psychologically. Exposure to distressing situations, long hours, and insufficient wellbeing resources contribute to burnout and attrition.
- **Short-term funding and staff shortages:** Service providers indicated that short-term contracts and competitive funding models reduce financial security for employees, prompting experienced staff to leave the industry. This leads to staffing shortages across the sector, impacting the ability to deliver required support to people in need.

“

**We are empowered and passionate individuals moving mountains to deliver success to clients in a flawed system. We have passionate people – you're in this industry because you're passionate about people. There needs to be way more support and benefits for these people.”**

*Specialist Homelessness  
Service provider*

## Policy and Legislation

- **New housing build policy:** Stakeholders reported that regulatory requirements for housing development can present challenges in relation to the complexity, cost, and time involved in navigating the approval processes. The Homes for Queenslanders plan seeks to address these challenges through streamlined planning processes, legislative reforms, and targeted funding initiatives. These measures are steps in the right direction, however ongoing efforts and adjustments will be necessary to ensure the timely and cost-effective delivery of new housing.
- **Fit for purpose policy and procedures:** Current policies mandate specific housing criteria that may not be appropriate for all situations, such as the requirement that a single mother with one child cannot reside in a one-bedroom unit. This limits the ability for the flexible utilisation of available housing options and further exacerbates demand.
- **Procurement and contracting:** Stakeholders consistently reported that procurement and contracting policies and processes were costly, lengthy and not fit-for-purpose. This was evident through the large number of contracting types between Government and SHS providers and the variability in reporting requirements and duration of contracts reported by stakeholders. The current procurement and policy culture limits the efficient delivery and operation of services.

“

**It's all very well and good to provide a roof over someone's head but if we don't give them the tools to hang on to it, then we're just going to set them up for failure.”**

*Specialist Homelessness  
Service provider*



# What should the future look like?

The review has listened to the sector and to people experiencing homelessness, gathered detailed data and evidence, and sought learnings from other jurisdictions, to develop a set of guiding principles for the next phase of work.

Importantly, applying these principles will ensure that future actions will enable individuals and families, regardless of background, circumstances, or location, to access timely, tailored services aimed at preventing homelessness and supporting stable and sustained housing. Communities will benefit from locally led strategies focused on their unique characteristics and needs, with services provided in an individualised, culturally appropriate, and trauma-informed manner. Collaborative partnerships across governments and sectors will enhance service delivery and outcomes for individuals with a goal of homelessness being rare, brief, and non-recurring.

“**Improving coordination among service providers is crucial. Streamlining processes and enhancing collaboration, including the use of digital tools, can ensure a more seamless and integrated response to homelessness.**”

*Specialist Homelessness  
Service provider*

“**...there needs to be affordable accommodation that people can rent that's within our budget being on DSP [disability support pension] or pensions.**”

*Person with lived  
experience of homelessness*

- **Access and equity:** Homelessness responses must be accessible and equitable for all individuals, regardless of their background, circumstances, or location.
- **Focus on earlier identification and prevention:** Strategies and actions should aim to prevent individuals and families from entering the homelessness system and prevent re-entry.
- **Timely, fit-for-purpose, and supportive:** Responses should be timely, tailored to individual preferences, and provide support as required.
- **Evaluate and innovate:** Homelessness services should continuously explore, adopt, and refine new practices, technologies, and approaches to drive positive change and better meet the evolving needs of individuals experiencing homelessness.
- **Joined-up, integrated systems and services:** There should be a focus on coordination and collaborative partnerships across governments, sectors, and services to enhance service delivery and outcomes for people experiencing homelessness.
- **Locally led and place-based:** Responses to homelessness should be developed and implemented locally, considering the unique characteristics, resources, and needs of specific communities.
- **Individualised, culturally appropriate, and trauma-informed:** Homelessness services should create safe and supportive environments that meet the unique needs of individuals, empower them to participate in decision-making, and tailor solutions to their specific preferences and cultural backgrounds.

“**Housing alone will not solve the problems created by homelessness or the factors driving it. Improving coordination among service providers is crucial.**”

*Specialist Homelessness  
Service provider*



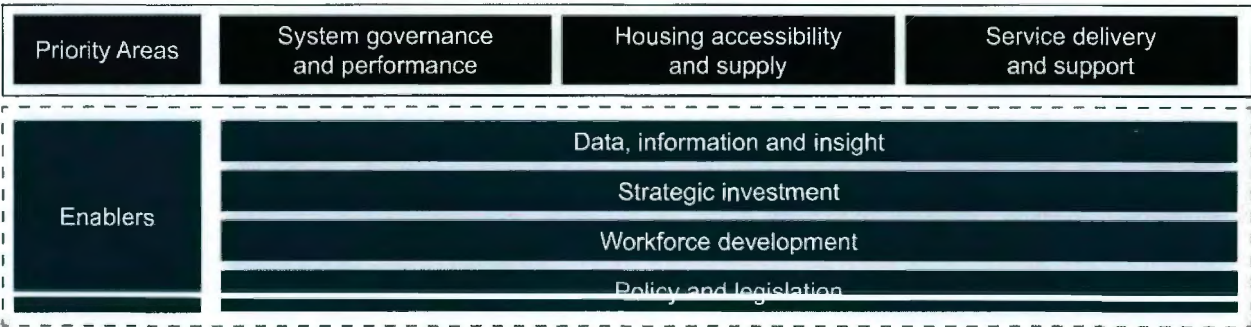
# How can we turn opportunity into action?

The review's terms of reference emphasise the need for a comprehensive examination of the efficacy of the current responses, the identification of systemic factors influencing homelessness, and the development of innovative, evidence-based solutions to prevent and reduce homelessness across Queensland's diverse communities. The first phase of the review lays the foundation for system redesign which will focus on balancing efforts across prevention, crisis and long-term support for people experiencing homelessness. The review highlights three key themes that will serve as priority areas for addressing homelessness in the State. These priority areas are:

- **System Governance and Performance:** This area focuses on enhancing and integrating the governance and performance of the homelessness response system, including improved coordination, accountability, and monitoring mechanisms across government agencies, advisory bodies, and service providers. Importantly it will embed the views of those with lived experience into governance mechanisms. It will take a continuous improvement approach to foster innovation and change.
- **Housing Accessibility and Supply:** This area focuses on increasing access to affordable, appropriate, and supportive housing options, as well as boosting the overall supply of housing for homeless people.
- **Service Delivery and Support:** This area focuses on strengthening the delivery of homelessness services and support systems to ensure they are responsive, integrated, and tailored to the diverse needs of individuals and communities experiencing or at risk of homelessness.

To enable progress in the priority areas outlined above, the review identified the following key enablers:

- **Data, information, and insight:** It is essential to enhance data collection, analysis, and sharing to inform evidence-based decision-making. This approach will drive continuous improvement in homelessness responses by providing accurate and actionable insights.
- **Strategic investment:** Ensuring strategic and sustainable investment in homelessness initiatives is fundamental. This involves focusing on maximising value and impact through efficient and effective resource allocation and outcome measurement to support long-term positive outcomes.
- **Workforce development:** Building the capacity and capabilities of the homelessness sector workforce is necessary. This can be achieved by providing comprehensive training, professional development, and ongoing support to ensure the delivery of high-quality, culturally safe, and trauma-informed services.
- **Policy and legislation:** Reviewing and adjusting policies and legislation is important to remove barriers and reduce burdens. This process looks to ensure policies and legislation deliver the right intent and specify requirements for homelessness responses in order to be effective.



The Queensland Government and the homelessness sector will collaborate closely and take concerted actions across these priority areas, enabled by the recommended focus areas, to effectively address homelessness in the state.





# What should we do now?

Recognising the urgency of the situation, immediate actions have been identified for implementation **within the next three months**. These actions are designed to make swift and impactful improvements, setting the stage for longer-term reforms and improved outcomes for those experiencing homelessness.



## System Governance and Performance

- 1. Define the leadership and accountability role of the DHLGPPW as the primary entity responsible for the homelessness response.**  
The purpose is to formalise the authority and system leadership of the DHLGPPW to direct actions and resources across agencies and sectors to integrate and improve responses to homelessness.
- 2. Develop a DHLGPPW led governance body to drive an integrated response to homelessness, ensuring appropriate representation from across government, the sector, and individuals with lived and living experience.**  
This governance body should be commissioned by Ministerial Charter, and it should be appropriately resourced. Its role is to proactively design and drive system reform and performance, with a focus on prevention, innovation, and continuous improvement.
- 3. Establish a Data Working Group to inform the development of appropriate data collection, linking of existing datasets, and streamlining of reporting.**  
The purpose is to ensure planning commences across government and the sector for data integration and sharing, to achieve better understanding of demand and a more outcome focused response. This is central to system reform. It will clearly delineate data ownership as a DHLGPPW responsibility.
- 4. Establish expectations across the sector that lived experience and service users' voices are reflected in the leadership, design, and delivery of homelessness services.**  
Whilst there is existing commitment to involve people with lived and living experience in policy development, the purpose of this is to ensure their voices and diverse perspectives are heard and used to inform needs-based responses on the ground.
- 5. Immediately reduce unnecessary administrative burden associated with reporting by streamlining and simplifying reporting requirements. This may include removing the need for case studies as a standard part of compliance reporting and investigating the use of alternative identifiers, for example the Centrelink Reference Number (CRN) to determine eligibility.**  
The purpose is to alleviate reporting burden on the sector, improve responsiveness and reduce barriers which currently impede access to services for those experiencing homelessness (for example, feedback from SHSs indicated that they are often asked to provide letters of support for individuals for whom they have no service history; this process can deter or prevent people from engaging with support services).
- 6. Clarify the role of peak organisations to reduce confusion and risk of duplication and develop a sector-wide Memorandum of Understanding (MOU) to formalise the relationship between government and peak organisations.**  
The purpose is to reduce duplication and strengthen understanding of the respective roles of advisory bodies in supporting sector co-ordination, service integration and system reform.
- 7. Revise the current model of communication and engagement between government and the sector to improve the flow of information, ensure they are up to date on policy changes and maintain transparency regarding the use and sharing of data and information.**  
The purpose is to enable more effective two-way communication between the sector and DHLGPPW. For example, ensuring information provided by the sector to DHLGPPW is purposefully used and insights fed back to providers to inform continuous learning and improvement.

## Housing Accessibility and Supply



8. **Mandate that current Government planning processes for building and supplying housing explicitly include considerations for reducing homelessness.**  
The purpose is to amplify the focus on homelessness within current initiatives and ensure that within social, affordable, and supportive housing there is an explicit allocation for people experiencing, or at risk of homelessness.
9. **Ensure Government regional and local planning and housing targets account for local homelessness needs to better address demand.**  
The purpose is to build on existing regional planning activities and embed specific targets for initiatives which seek to respond to the specific and unique needs of people experiencing homelessness within the local community.

“

**We need front end investment for long term [supportive] accommodation.... the [supportive] model is the way to go....they are cheaper, they're better.”**

*Specialist Homelessness  
Service provider*

## Service Delivery and Support



10. **Ensure that actions under “Homes for Queenslanders” prioritise support for the homeless, starting with women or families who have children, women escaping domestic violence, and young people under 18.**  
The purpose of this is to ensure women, children and young people are prioritised within the homelessness response to support breaking the intergenerational cycle of poverty experienced by these groups.
11. **Investigate the opportunity to provide SHSs and CHPs with timely access to social housing vacancy data, and CHPs with access to the social housing register, to improve the efficiency and effectiveness of housing placements locally.**  
The purpose is to establish an open and transparent approach between Government and the sector, driven by principles of access and equity which prioritise, and are more responsive to local needs and requirements.
12. **Convene a Co-design Working Group/s to develop a tenancy sustainment model, focusing on preventative actions to enable housing stability and prevent increases in crisis support requirements.**  
The purpose is to increase focus on the prevention of homelessness. It will engage the sector and enhance awareness of tenancy sustainment measures that can be accessed to prevent people moving into homelessness. It will also seek to provide consistency in the response across providers.
13. **Convene a Co-design Working Group/s to develop a supportive housing framework that underpins the policy being developed.**  
This will define the service continuum and requirements to deliver an effective supportive housing model. It will leverage expertise in the sector, align with the existing policy under development and provide consistency in the delivery of supportive housing across providers.







# What's next?

At this early stage the review has identified several key areas that require further investigation to inform system reforms and improve the response to homelessness.

We want to make sure that the next phase of the review leads to meaningful recommendations for sustainable improvements in service delivery and support for addressing homelessness in Queensland. A key focus of further work will be to identify emerging outcomes-based practices that can be scaled or supported as we move towards ending homelessness.

The review will continue to be conducted independently, in partnership with the sector, government agencies and the communities of impacted Queenslanders.



“

**[we need] a more holistic approach that extends beyond temporary shelter provision... we need long-term supportive housing to help individuals maintain stability and avoid recurring homelessness.”**

*Person with lived experience of homelessness*



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## ATTACHMENT 4

### **GOVERNMENT RESPONSE TO THE INDEPENDENT REVIEW OF THE HOMELESSNESS RESPONSE IN QUEENSLAND REVIEW UPDATE (Review Update) – JULY 2024**

As part of its commitment towards ending homelessness, the Queensland Government has commissioned an independent review (“the review”) of Queensland’s current response to homelessness.

The review commenced on 21 March 2024 to provide a comprehensive examination of the efficacy of current responses to homelessness, identification of systemic factors influencing homelessness, and development of innovative, evidence-based solutions to prevent and reduce homelessness across Queensland’s diverse communities.

The review is due to be completed and a final report delivered to the Minister for Housing, Local Government and Planning and Minister for Public Works by 21 January 2025.

The first phase of the independent review has sought to gain a better understanding of the current state of the homelessness system and service responses to homelessness in Queensland. This first phase has now concluded with the initial review findings documented in a report titled: *Independent review of the homelessness response in Queensland – Review Update June 2024*.

The report identifies three key areas for focus: system governance and performance; housing accessibility and supply; and service delivery and support and makes 13 recommendations for actions to be undertaken within the next three months. These actions are intended to make swift and impactful improvements as a precursor to longer-term reforms to the homelessness response.

The Queensland Government welcomes the recommendations and is committed to working constructively with the sector across each of the key focus areas to implement system improvements. Consultation and engagement with stakeholders will play a key role in ensuring effective outcomes are achieved. While all efforts will be geared toward completion within three months of government consideration, some actions may require additional time to ensure optimal outcomes can be delivered.

The Queensland Government recognises the valuable contribution of the housing and homelessness sector in responding to the needs of people who are homeless or at risk of homelessness and looks forward to continuing to work closely with the sector to deliver on the review’s interim recommendations as a foundation for future system reforms.

## GOVERNMENT RESPONSE TO THE INDEPENDENT REVIEW OF THE HOMELESSNESS RESPONSE IN QUEENSLAND REVIEW UPDATE – JULY 2024

Recommendation	Proposed Response
<b>SYSTEM GOVERNANCE AND PERFORMANCE</b>	
<b>1. Define the leadership and accountability role of DHLGPPW as the primary entity responsible for the homelessness response</b>	<p>The recommendation to define the leadership and accountability role of DHLGPPW as the primary entity for the homelessness response is <b>supported</b>.</p> <p>DHLGPPW acknowledges the strong alignment between recommendations 1 and 2 and proposes a coordinated approach to both recommendations. Specifically, DHLGPPW will aim to define alignment between the activities of other Queensland Government agencies and funded organisations to achieve a coordinated approach.</p>
<b>2. Develop a DHLGPPW led governance body to drive an integrated response to homelessness, ensuring appropriate representation from across government, the sector, and individuals with lived and living experience.</b>	<p>The recommendation to establish a DHLGPPW led governance body to drive an integrated response to homelessness is <b>supported</b>.</p> <p>DHLGPPW will prepare a draft Ministerial Charter to establish a new homelessness response governance body, with representation across government, the non-government sector and individuals with lived and living experience of homelessness.</p> <p>DHLGPPW will rationalise this new body within the existing homelessness governance environment and may resolve to integrate or conclude existing governance bodies where there would be points of duplication with the new body.</p>
<b>3. Establish a Data Working Group to inform the development of appropriate data collection, linking of existing datasets, and streamlining of reporting.</b>	<p>The establishment of a Data Working Group to inform the development of appropriate data collection, linking of existing datasets, and streamlining of reporting is <b>supported</b>.</p> <p>The Working Group will operate within a robust data governance framework that accounts for the various roles and responsibilities of data custodians, users and stakeholders including DHLGPPW, Australian Institute of Health and Welfare (AIHW), specialist homelessness services and other service providers.</p> <p>It is anticipated that a Data Working Group may also inform development of appropriate data management practices and design of future digital solutions.</p>

	<p>Close linkages between the Homelessness Data Working Group and other data working groups within DHLGPPW will be established.</p> <p>DHLGPPW will consider alignment with existing AIHW reporting obligations for SHS services as well as national reporting requirements including specific requirements contained in the National Agreement on Social Housing and Homelessness (NASHH) multilateral agreement and bilateral schedule and the new NASHH outcomes framework.</p>
<p><b>4. Establish expectations across the sector that lived experience and service users' voices are reflected in the leadership, design, and delivery of homelessness services.</b></p>	<p>The recommendation to embed the voices of people with lived experience into the leadership, design and delivery of services is <b>supported</b>.</p> <p>DHLGPPW will establish engagement and participation principles and supporting resources that can be utilised by the department and organisations delivering and designing homelessness services in order to ensure the voices of service users inform needs-based responses on the ground.</p> <p>DHLGPPW will explore the establishment of consumer representative bodies locally within communities across Queensland and will look to translate the insights gathered into system-level improvements.</p>
<p><b>5. Immediately reduce unnecessary administrative burden associated with reporting by streamlining and simplifying reporting requirements. This may include removing the need for case studies as a standard part of compliance reporting and investigating the use of alternative identifiers, for example the Centrelink Reference Number (CRN) to determine eligibility.</b></p>	<p>The recommendation to immediately reduce unnecessary administrative burden associated with reporting is <b>supported in principle</b>.</p> <p>Removing the need for case studies as a component of compliance reporting will be considered by DHLGPPW, along with other opportunities to simplify and streamline reporting.</p> <p>Case Studies represent one component of reporting and give some context to the wider data collection by providing a support provider's viewpoint on their support and practice.</p> <p>Any decision to dispense with case studies will be considered following advice by the proposed Data Working Group.</p> <p>Exploration of further options to more streamlined approaches to demonstrating eligibility for customers will also be undertaken.</p> <p>The implementation of this recommendation will consider national reporting requirements including those outlined in the National Agreement on Social Housing and Homelessness (NASHH) and Bilateral Schedule and the new NASHH Outcomes Framework.</p>

<p><b>6. Clarify the role of peak organisations to reduce confusion and risk of duplication and develop a sector-wide Memorandum of Understanding (MOU) to formalise the relationship between government and peak organisations.</b></p>	<p>The recommendation to develop a sector-wide Memorandum of Understanding (MOU) to formalise the relationship between government and peak organisations is <b>supported in principle</b>.</p> <p>There are multiple peak bodies active within the housing and homelessness system, with various roles in supporting sector co-ordination, service integration and system reform. Clarifying the role of peak organisations via an appropriate instrument will help to reduce confusion and risk of duplication. This will require the support and agreement of all sector partners, so is supported in principle.</p>
<p><b>7. Revise the current model of communication and engagement between government and the sector to improve the flow of information, ensure they are up to date on policy changes and maintain transparency regarding the use and sharing of data and information.</b></p>	<p>The recommendation to revise the current model of communication and engagement between government and the sector to improve the flow of information, ensuring the sector is up to date on policy changes and that transparency regarding the use and sharing of data and information is maintained, is <b>supported</b>.</p> <p>DHLGPPW will actively revise the models of communication and engagement to enhance and streamline communication between government and providers to ensure timely, relevant and effective communication channels are utilised. This will be actioned in conjunction with and following consultation with the sector.</p> <p>DHLGPPW is currently developing a stakeholder engagement framework that will assist the department listen to the voices of stakeholders and work closely to achieve meaningful outcomes for the Queensland community.</p> <p>It provides the context and basis for which the department will plan and implement stakeholder engagement for all projects, programs, initiatives, service delivery, strategies, and decision-making processes.</p>
<p><b>HOUSING ACCESSIBILITY AND SUPPLY</b></p>	
<p><b>8. Mandate that current Government planning processes for building and supplying housing explicitly include considerations for reducing homelessness.</b></p>	<p>The recommendation to mandate that Government planning processes for building and supplying housing explicitly include considerations for reducing homelessness is <b>supported in principle</b>.</p> <p>The recommendation refers to housing generally, however DHLGPPW expects this is a reference to social and potentially affordable housing, but not market housing (as options for reducing homelessness would be harder to specify for market housing). DHLGPPW will seek further discussion and confirmation regarding the scope of the recommendation to inform possible actions.</p> <p>It should be noted that <i>Homes for Queenslanders</i> includes a commitment to deliver (either build or acquire) 37 sites of supported accommodation across Queensland (with each site providing up to 20 units of</p>

	accommodation), which is specifically for use as crisis accommodation (but could also provide longer-term social housing over time if required).
9. Ensure Government regional and local planning and housing targets account for local homelessness needs to better address demand.	<p>The recommendation to implement measures which ensure Government regional and local planning and housing targets take account of local homelessness needs is <b>supported in principle</b>.</p> <p>It should be noted that the current target of 53,500 social homes by 2046 announced under <i>Homes for Queenslanders</i> seeks to grow social housing and support those in housing stress and at risk of homelessness. Australian Housing and Urban Research Institute (AHURI) demand modelling was used to inform this target.</p> <p>The demand modelling is continuing to be refined to ensure that it is an effective tool to inform the Queensland Government's planning, investment, and service delivery over time including consideration of more localized demand modelling.</p> <p>DHLGPPW will seek further clarification on the practical intent of the recommendation to inform implementation actions.</p>
<b>SERVICE DELIVERY AND SUPPORT</b>	
10. Ensure that actions under “Homes for Queenslanders” prioritize support for the homeless, starting with women or families who have children, women escaping domestic violence, and young people under 18.	<p>The recommendation to ensure that actions under <i>Homes for Queenslanders</i> prioritise support for the homeless, starting with women or families with children, women escaping domestic and family violence and young people under 18 is <b>supported</b>.</p> <p><i>Homes for Queenslanders</i> contains a number of initiatives which prioritise support for these cohorts. For example, investment is being directed toward 10 new or replacement DFV shelters, 37 new temporary accommodation sites (each of up to 20 units) for families, young people, and individuals and 8 new Youth Foyers.</p> <p>In addition, the renter's relief package provides enhanced support for young people, and a youth housing subsidy for community housing providers to remove barriers to housing for young people under 25.</p> <p>DHLGPPW is also delivering three new initiatives as part of <i>Putting Queensland Kids First</i>. These initiatives are intended to support young parents and families who are homeless or at risk of becoming homeless and early intervention for First Nations families whose young people are at risk of homelessness.</p> <p>More generally, DHLGPPW works with government and non-government partners to improve cross-agency responses to housing need and deliver integrated health, housing and human services through strong referral</p>

	<p>processes and integrated service responses. Through these partnerships the department prioritises support to cohorts who have been identified through a whole-of-government response. This includes:</p> <ul style="list-style-type: none"> <li>– people needing to exit a government service such as a hospital, health facility or correctional centre who may be at risk of homelessness.</li> <li>– people experiencing domestic and family violence who have an immediate and ongoing risk to their safety.</li> <li>– children in need of protection and young people exiting the child protection system.</li> <li>– young people experiencing homelessness and young people connected to the youth justice system.</li> </ul> <p>Monitoring of progress on all <i>Homes for Queenslanders</i> commitments is occurring through a Program Management Office established within DHLGPPW.</p> <p>Leadership and strategic oversight of <i>Homes for Queenslanders</i> commitments is provided by the Housing Delivery Board comprising membership of Directors-General from relevant Queensland Government agencies.</p>
<p><b>11. Investigate the opportunity to provide SHSs and CHPs with timely access to social housing vacancy data, and CHPs with access to the social housing register, to improve the efficiency and effectiveness of housing placements locally.</b></p>	<p>The recommendation to investigate opportunities for granting Specialist Homelessness Services (SHS) and Community Housing Providers (CHP) access to social housing vacancy data and the Housing Register is <b>partially supported</b>.</p> <p>Centralised management of the housing register ensures a robust and consistent approach, so that allocations are based on the complexity of individual needs and circumstances and households are matched to the features of an available property including location, size and amenity. There is a high risk that third party access to the housing register may result in individuals and households who are most in need no longer being prioritised.</p> <p>Centralised housing register management offers greater efficiencies for SHS and CHP as the range of administrative functions required to maintain accurate and updated customer information are performed by DHLGPPW. This includes intake eligibility assessment, reassessment of need and eligibility prior to an offer of social housing being made; and recording of housing offer outcomes in the register.</p> <p>SHS and CHP access to the housing register would directly impact the department's ability to ensure customer information is secure and that systems are compliant with privacy and record keeping legislation.</p>



	<p>It is acknowledged that existing operational processes for the referral of eligible applicants to community housing providers can be improved. DHLGPPW will explore options for timely notification and streamlined processes for referring eligible applicants to CHPs and matching of applicants to vacancies.</p>
<p><b>12. Convene a Co-design Working Group/s to develop a tenancy sustainment model, focusing on preventative actions to enable housing stability and prevent increases in crisis support requirements.</b></p>	<p>The recommendation to convene a Co-design Working Group to develop a tenancy sustainment model is <b>supported</b>.</p> <p>In addition, DHLGPPW will continue to progress current initiatives which focus on sustaining tenancies to enable housing stability and prevent homelessness. This includes funding to 19 non-government organisations (NGOs) delivering 23 Specialist Homelessness Services (SHS) for the continuation and enhancement of tenancy sustainment support and brokerage funding from 1 July 2024 – 30 June 2026.</p> <p>DHLGPPW is also partnering with Queensland Health to deliver <i>Better Care Together</i>; a program comprising three Health funded initiatives aimed at sustaining social housing tenancies and improving mental health and wellbeing outcomes for vulnerable Queenslanders.</p> <p>Along with this, DHLGPPW is delivering three new initiatives as part of <i>Putting Queensland Kids First</i>. These initiatives are intended to support tenancies for young parents and families who are homeless or at risk of becoming homeless and early intervention for First Nations families whose young people are at risk of homelessness.</p> <p>DHLGPPW in conjunction with the Working Group will apply the insights gained through these initiatives to inform development of a tenancy sustainment model.</p>
<p><b>13. Convene a Co-design Working Group/s to develop a supportive housing framework that underpins the policy being developed.</b></p>	<p>Convening of a Co-design Working Group focused on a supportive housing framework is <b>supported</b>. A <i>Supportive Housing Policy</i> is currently under development and will be accompanied by a framework for implementation.</p> <p>The framework for implementation is expected to cover the forward work program including development or amendment of program guidelines, service and product guidelines and specifications and incorporation into future procurement activity etc.</p> <p>The supportive housing policy under development is being informed by a sector working group comprising peak and advocacy groups and frontline services.</p> <p>DHLGPPW will consider formalising the role of this group and extending its remit to inform development of the implementation framework.</p>



## Clarifying statements

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Minister for State Development and Infrastructure  
Minister for Industrial Relations and  
Minister for Racing

Your ref: OUT24/3481

01 AUG 2024

Mr Chris Whiting MP  
Chair  
Housing, Big Build and Manufacturing Committee  
Parliament House  
hbbmc@parliament.qld.gov.au

1 William Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3719 7200  
Email: [statedevelopment@ministerial.qld.gov.au](mailto:statedevelopment@ministerial.qld.gov.au)  
Email: [industrialrelations@ministerial.qld.gov.au](mailto:industrialrelations@ministerial.qld.gov.au)  
Email: [racing@ministerial.qld.gov.au](mailto:racing@ministerial.qld.gov.au)

Dear Mr Whiting *Chris,*

I write to provide clarification of evidence provided in the transcript of the Budget Estimates 2024-25.

On page 6 of the transcript

*Mr Coggan: The new role is the Executive Director, Strategy and Business.*

I have been advised by the Office of the Coordinator-General that the correct title for the new role is Executive Director, Infrastructure and Projects.

On page 9 of the transcript

*Ms GRACE: As at 31 March 2024, development approvals for 62,355 dwellings have been issued across the state's 35 PDAs. I am advised that a combination of over 63½ thousand completed dwellings and new home lots have been delivered to 31 March 2024.*

I am advised that it was 36,000 completed dwellings as per the media statement issued on 24 July 2024.

*Ms GRACE: Here in Queensland we are leading the nation when it comes to the SAF industry, producing cleaner, greener fuel backed by our new industry development strategy, our 10-year bioenergy roadmap and action plan and our \$415.5 million Industry Partnerships Program. Through IPP we supported Jet Zero Australia with \$760,000 for a feasibility study.*

The Department of State Development and Infrastructure has advised me that:

- it is our 10-year Biofutures roadmap; and
- the feasibility study was supported through the Biofutures roadmap as follows: We supported Jet Zero Australia with \$760,000 for a feasibility study from the Biofutures roadmap.

*Ms GRACE: This is a total of \$1.2 million for feasibility studies to develop the case for investment in their own SAF proposal. We will become the SAF capital of Australia.*

The Department of State Development and Infrastructure has advised me that the total is \$1.52 million for feasibility studies.

*Ms GRACE: This represents a substantial share of an estimated world industry value of \$23 million.*

The estimated world industry value is \$23 billion, not million.

On page 17 of the transcript

*Ms McNamara: The management of the PDA, which is a regulatory function under EDQ, is a separate function that we deliver which is governed under the terms of the Economic Development Act.*

I have been advised by Economic Development Queensland that Ms McNamara said: The management of the PDA, which is a regulatory function under EDQ, is a separate entity or a separate function that we deliver which is governed under the terms of the Economic Development Act.

On page 41 of the transcript

*Ms GRACE: We are committed to ensuring Queensland employers provide healthy, safe and fair workplaces. As I have said many times, workers sell their labour, not their health. I am proud of the new laws we passed in May to further strengthen protections and representation for Queensland workers.*

The new laws to strengthen protections and representation for Queensland workers were passed in March, not May.

On page 51 of the transcript

*Mr Scott: On Saturday after race 6 the jockeys withdrew their services and the last couple of races were abandoned.*

I have been advised by Racing Queensland that the race referred to on Saturday 20 July 2024 was race 7.

On page 52 of the transcript

*Ms GRACE: The racing authority overseas greyhounds from birth to retirement in Queensland, as recommended by the MacSporran report.*

Please note the incorrect spelling of overseas (i.e. oversees).

On page 53 of the transcript

*Ms GRACE: Racing Queensland is also supporting multiple projects at 18 TAB thoroughbred, greyhound and harness racing clubs thanks to our \$2.7 million from its asset management funding.*

I have been advised by Racing Queensland that the word *our* should be removed.

If you require any further information regarding this matter, please contact my Chief of Staff, Ms Katelyn Dougherty, by email at [REDACTED] or by telephone on [REDACTED]

Yours sincerely

[REDACTED]

**GRACE GRACE MP**  
**Minister for State Development and Infrastructure**  
**Minister for Industrial Relations and**  
**Minister for Racing**



5 August 2024

Mr Chris Whiting MP  
Chair of the Housing, Big Build and Manufacturing Committee  
Parliament House  
George Street  
Brisbane Qld 4000

Dear Mr Whiting,

**Re: Clarification of record – number of rental bonds**

I refer to the Housing, Big Build and Manufacturing Committee Estimates Hearing held on 24 July 2024. I am writing to provide clarification regarding information shared in relation to the number of rental bonds held by the Residential Tenancies Authority (RTA).

During the Hearing, I made the following statement in response to a question from Mr Tim Mander MP, Shadow Minister for Housing and Public Works, Shadow Minister for Sport and Racing and Shadow Minister for Olympic and Paralympic Sport and Regional Engagement.

*Mr MANDER: I have another question for the RTA CEO. At the Housing Summit, the Treasurer mentioned that 20,000 rental properties had left the private rental market. Has the RTA done any work on this—any modelling of the reasons behind that diminishing number of private rental properties?*

*Ms Smith: Firstly, I would state that the RTA does not have a database that contains every residential rental property in Queensland, and that is because, under the act, a bond, if it is not collected, does not have to be lodged with the RTA. Therefore, we do not have a complete listing of every rental property in Queensland. However, of the data that we do have, which is not complete for the reason I have just mentioned, we have done some analysis. Post COVID, there was a significant drop in bonds— I think you mentioned 20,000. From the analysis that we have done, a lot of that was due to international students returning to their country of domicile and their bonds being returned. Properties may have also changed hands due to property owners facing financial difficulties. That number has, however, picked up and exceeded the original number. So the dip that we saw over two to three years has increased again and is now above that original dip number.*

I would like to reiterate that the RTA report on rental bonds, and this does not necessarily equate to the number of investment properties within Queensland's rental sector for a number of reasons, including that it is not mandatory to take a bond.

When referring to the number of rental bonds 'now above that original dip number', I would like to clarify my reference was to the number of rental bonds held prior to the commencement of COVID-19, as at the end of the 2018-19 financial year.



The number of rental bonds held as at 30 June 2019 was 621,960. The number of rental bonds as at 30 June 2024 is 622,928, which does exceed the 2018-19 pre-COVID-19 figure.

It is acknowledged during 2019-20 there was an increase of rental bonds, with 638,481 bonds held as at 30 June 2020, noting that the first case of COVID-19 in Australia is reported to be in January 2020. Although the number of rental bonds now exceeds pre-COVID-19 figures, since the commencement of COVID-19, the number of rental bonds has decreased.

If the Committee requires any further information regarding rental bonds or residential renting within Queensland, please don't hesitate to contact me via

[REDACTED].

Kind regards



**Ms Jennifer Smith**  
**Chief Executive Officer**