

29 May 2026

Mr Glenn Ferguson
Mr Gary Black
IR Act and WCR Act Review
EMAIL: ActReview@oir.qld.gov.au

Dear Sirs,

Review of the Industrial Relations Act 2016

Master Builders is the peak industry body for building and construction in Queensland and represents the interests of 10,000 building and construction related members. Our membership spans the full spectrum of the industry – from residential and commercial builders to subcontractors, manufacturers, and consultants.

Master Builders is regulated by the Queensland *Industrial Relations Act 2016* (the Act) and therefore conducts regular elections of our office bearers in accordance with the Act.

The Act sets out the requirements for conducting elections (ballots). The terminology currently used reflects a historical approach to elections, primarily based on “postal ballots”.

In a contemporary context, alternative methods for conducting ballots are available, including electronic voting. Established electronic voting systems provide a level of security commensurate with traditional postal methods, while also delivering a range of additional benefits, including:

- improved accuracy and record-keeping, with the ability to confirm that ballots have been issued to and received by members;
- increased member participation, driven by the greater accessibility and convenience of electronic voting;
- reduced administrative costs for industrial organisations, given the comparatively lower cost of electronic systems relative to the increasing expense of distributing physical ballot papers via post.

While the Act currently allows for alternative forms of secret ballots, we recommend that the review adopt a technology-neutral approach to the conduct of ballots. This would enable industrial organisations to utilise postal, electronic, or other appropriate voting methods, ensuring flexibility, efficiency, and improved engagement outcomes for members.

We thank you for the opportunity to contribute and look forward to continuing to engage constructively throughout the review process. Should you require any further information, please do not hesitate to contact me at redacted.

Regards,

Michael Hopkins
Deputy CEO

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