



22 July 2025

Hon Jarrod Bleijie

Deputy Premier, Minister for State Development, Infrastructure and Planning and Minister for Industrial Relations

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RE: Commission of Inquiry – CFMEU

As a collective of peak industry bodies in Queensland we represent the developers, manufacturers, contractors, and subcontractors building the housing, health, education, infrastructure and other capital works projects in Queensland, as well as the selling agents of new buildings and housing.

We commend you and the Government more broadly on the swift and decisive steps taken to address an issue that has long eroded confidence in our industry. From the reintroduction of the Queensland Productivity Commission (QPC), the pausing of BPIC and most recently the Commission of Inquiry into the CFMEU (union) post the release of the Watson Report.

As the Watson report laid bare, the culture of bullying, misogyny, violence, and sexual harassment is as shocking as it is unacceptable in any modern industry, underscoring the urgent need for cultural reform. This inquiry represents a historic opportunity to drive deep, systemic change that will restore confidence whilst safeguarding the future of the sector.

Given the rightful focus on these issues, we are keen to ensure the roles of the QPC and this new inquiry are clearly delineated to our collective membership, and the public.

In our view, it is essential to maintain the QPC's focus on regulatory reform and innovation. Given the absence of any whistleblower protections, all matters relating to cultural, behavioural and criminal conduct of the CFMEU, and its interactions with the previous government and relevant departments (including WHS and QBCC), should be referred to the Commission of Inquiry to protect those individuals and organisations and ensure the strongest possible outcomes.

As you can appreciate, after a decade of standover tactics and a culture of retribution, there is a deep sense of fear in the industry with many victims remaining too scared to come forward. Ensuring their protection must be of paramount importance.

Without strong evidence, this inquiry risks falling short of delivering the criminal charges and lasting reforms that are so urgently needed.

Clarity is also sought on the role that the Administrator will play, if any in the inquiry.

To drive the changes required, we have collated industry's views on what our memberships feel is essential as a minimum, to be covered in the Commission of Inquiry's Terms of Reference;

- **Robust whistleblower protections**
including guaranteed confidentiality, safe and independent reporting channels, clear safeguards against retaliation, and strong oversight to ensure victims and contributors can speak up without fear.
- **Behaviours that are illegal or breach the Fair Work Act and or Fair Work (Registered Organisations) Act**
including whether the union, its officials or representatives have used threats, pressure or intimidation against workers, subcontractors or businesses.
- **Impact on business and investment**
including the impact these behaviours have had on project programs and timeframes, and the resulting financial impacts for project proponents, the customer, including homebuyers (where relevant) and the broader community and general public. The impact of the industrial relations environment on investment and business confidence and certainty in Queensland should also be explored.
- **Impact of BPIC**
including how the implementation of the updated BPICs impacted both the public and private sector, how the BPICs were negotiated and what role the union played in drafting and implementing including how BPIC enabled this behaviour to further flourish
- **Political influence**
examine the extent of the union's influence over the previous government, (MPs and their offices, relevant departments such as WHSQ, QBCC, their boards and advisory boards which had CFMEU officials as members), including the role that political donations or other contributions from trade unions may have played in creating undue influence on policy, including procurement policy, regulatory decisions or enforcement actions
- **Impact on culture, safety and inclusivity**
including whether the union's culture makes sites safer or uses safety as a way to shut down work unnecessarily. Does the unions (including its current and former leadership, employees, Health and Safety representatives, and delegates), behaviour make construction less appealing to women, young people, or diverse workers.
- **Existing law enforcement**
including how well existing rules are being enforced and whether stronger penalties or new measures are needed.

- **Corruption**

investigate corruption on the widest possible scale from graft, misappropriation of funds, bribes, extortion, in-kind favours and the like

To assist in the finalisation of the Terms of Reference, we would welcome a meeting so we can discuss our position in a confidential format.

We look forward to working with you so we can boost productivity, safety and rid Queensland construction sector of this abhorrent behaviour.

Kind regards,

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