

Lisa Lyttle

From: section 47(3)(b) @justice.qld.gov.au>
Sent: Tuesday, 18 April 2017 4:45 PM
To: section 47(3)(b)@cfmeu.org
Subject: Correspondence from the Office of Industrial Relations
Attachments: section 47(3)(b) - CFMEU - 18 Apr 2017.pdf

Dear section 47(3)(b)

Please find attached correspondence from Dr Simon Blackwood, Deputy Director-General, Office of Industrial Relations. Hard copy will follow by post.

Kind regards

Office of the Deputy Director-General
Office of Industrial Relations
Queensland Treasury

OIR Disclosure Log

Our Ref:

18 APR 2017

Queensland Treasury

section 47(3)(b)

CFMEU Head Office
16 Campbell Street
BOWEN HILLS QLD 4006

[@cfmeu.org](mailto:info@cfmeu.org)

Dear [REDACTED]

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

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

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

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

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

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

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

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

If the complaint in your letter relates to the [REDACTED] site visit on [REDACTED], please provide further particulars of the matters you allege against the employees identified in your letter, so I can have the matters assessed and allocated accordingly.

It would be appreciated if you would please provide these further particulars directly to me by email at simon.blackwood@justice.qld.gov.au.

Yours sincerely

[REDACTED]

Simon Blackwood
Deputy Director-General
Office of Industrial Relations

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