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*Commissions of Inquiry Act 1950***COMMISSIONS OF INQUIRY ORDER (No. 2) 2025****Short Title**

1. This Order in Council can be cited as the *Commissions of Inquiry Order (No. 2) 2025*.

Commencement

2. This Order in Council commences on 1 August 2025.

Appointment of Commission

3. UNDER the provisions of the *Commissions of Inquiry Act 1950* (Qld), and every other enabling power, the Governor in Council hereby appoints Stuart John Wood AM KC as Commissioner from 1 August 2025 to make a full and careful inquiry in an open and independent manner with respect to:

(a) Evidence of, and allegations concerning:

- (i) Misconduct by the CFMEU against Stakeholders;
- (ii) The culture and behaviours of the CFMEU that tolerated, accepted, promoted, fostered or encouraged Misconduct;
- (iii) The impact of any Misconduct on any Stakeholder's physical, mental or financial wellbeing;
- (iv) Instances of Misconduct making workplaces unsafe or uncomfortable for women;
- (v) The systemic nature of Misconduct involving current and former leadership figures within the CFMEU;
- (vi) Intentional, deliberate or reckless breaching of laws as an integral part of the CFMEU's business model;
- (vii) The involvement of organised crime or other criminal elements or identities with the CFMEU and in the Construction Industry;
- (viii) The payment by the CFMEU of monetary orders for which CFMEU officials are personally liable;
- (ix) Irregularities in financial dealings by the CFMEU, including cash transfers and contracts;
- (x) The sub-branch of the CFMEU known as "the Youth Crew", and whether members of that entity were involved in Misconduct and whether that entity should be wound up;
- (xi) The use of social media by the current or former leadership of the CFMEU to facilitate the Misconduct;

- (xii) The use of Labour Hire EBAs or State laws or policy that cause construction to become uncommercial;
- (xiii) Any other circumstances involving the CFMEU relevant or incidental to the matters mentioned in subparagraphs (i) – (xii).

- (b) Any conduct which may amount to a breach of any law, policy or professional standard by the CFMEU to:

- (i) Procure an advantage for an individual, the CFMEU, a CFMEU Official or another person or organisation; or
- (ii) Cause a detriment to a person or organisation.

- (c) Any payment or benefit arising from contracts, arrangements, understandings or dealings that may amount to Misconduct by the CFMEU or any other person;

- (d) The misuse of any CFMEU power and/or Misconduct directed at non-union enterprise bargaining employers;

- (e) The impact of Misconduct on:

- (i) The Queensland workers' compensation scheme;
- (ii) Productivity in the Queensland economy and the Construction Industry;
- (iii) Public infrastructure in Queensland;
- (iv) Private infrastructure in Queensland;
- (v) Housing in Queensland; and
- (vi) Transport infrastructure and delays in the delivery of such infrastructure, with specific regard to:
 - i. the Bruce Highway;
 - ii. Gold Coast Light Rail;
 - iii. Cross River Rail; and,
 - iv. Centenary Bridge.

- (f) Reviewing whether any law or policy change is needed in the Construction Industry or more generally, including changes specifically to any reforms relating to:

- (i) Criminal laws;
- (ii) The implementation of a "fit and proper person" test for all union officials;
- (iii) Ensuring the Misconduct is prevented;
- (iv) Whistleblower laws; or
- (v) Any other change that may become apparent during this inquiry.

- (g) Reviewing whether any other organisation or person assisted the CFMEU in engaging in the Misconduct;

- (h) Whether any individual or entity should be referred to the Office of the Director of Public Prosecutions in Queensland for prosecution;

- (i) Whether any current or prior law or policy has enabled or supported the CFMEU;
- (j) Whether or not any EBAs, including Labour Hire EBAs, that were entered into with the CFMEU were done so in good faith by all parties;
- (k) Any other matter relevant to this Inquiry or otherwise reasonably incidental to the matters mentioned in paragraphs (a) to (j) insofar as the conduct or events occurred in, relate to or are otherwise connected with the State of Queensland.

Commission to report and make recommendations

- 4. AND directs that the Commissioner make a full and faithful report on the aforesaid subject matter of this inquiry, including an executive summary.
- 5. AND directs that the Commissioner makes recommendations arising out of this inquiry that the Commissioner considers appropriate.
- 6. AND directs that the Report be transmitted to the Honourable the Premier and Minister for Veterans, the Honourable the Deputy Premier, Minister for State Development, Infrastructure and Planning and Minister for Industrial Relations and the Honourable Attorney-General and Minister for Justice and Minister for Integrity.
- 7. AND directs that the final report be provided to the Government by 31 July 2026, AND that the Commissioner will determine if any interim reports are to be provided before that date.

Application of Act

- 8. Pursuant to section 4(2) of the *Commission of Inquiry Act 1950*, it is declared that all the provisions of the said Act shall be applicable for the purposes of this inquiry.

Conduct of the Inquiry

- 9. The Commission may receive submissions from relevant persons and entities and hold public and private hearings in such manner and in such locations as determined by the Commissioner, as appropriate and convenient, in a way that protects persons who are or have been subject of, or who have knowledge of Misconduct.

Other reviews

- 10. The Commission should have specific regard to the Watson SC Report, and any other reports associated or accompanying that report, the Korda Mentha Report undertaken by the Administrator; the Coaldrake Review, any reports undertaken by the Crime and Corruption Commission (public and private) and the Royal Commission into Trade Union Governance and Corruption and any other reviews or reports deemed relevant to the inquiry.
- 11. The Commission should have regard to the Queensland Productivity Commission (QPC) inquiry into construction productivity to ensure there is no duplication of the economic focus of that inquiry, noting that the final report of the QPC will be made available to the Queensland Government by 24 October 2025.

Definitions

- 12. Definitions in these Terms of Reference include:

Allied Industries – refers to businesses that support the construction industry and include, for example, architects, draftspersons, engineers, civil contractors, plumbers and electricians or their associated business entities.

CFMEU – means the following entities; as well as any agent, associate, director, delegate, member, representative, supplier or any other person connected with the following entities (insofar as their dealings relate to Queensland):

- (i) Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, registered under the *Industrial Relations Act 2016* (Qld);
- (ii) Construction, Forestry and Maritime Employees Union, registered under the *Fair Work Act 2009* (Cth); and,
- (iii) Any subsidiary, division, branch or entity controlled by or connected with the entities set out in (i) or (ii) above.

Coaldrake Review means the report titled ‘Review of the culture and accountability in the Queensland public sector – Final Report dated 28 June 2022 and prepared by Professor Peter Coaldrake AO.

Construction Industry – means the planning, design, building, and maintenance of infrastructure, residential, commercial, industrial and civil project, in the State of Queensland.

EBAs – means any collective bargaining agreement whether made pursuant to statute or otherwise.

Korda Mentha Report means the report titled ‘Special Purpose Report for the Administrator Construction, Forestry and Maritime Union – Construction and General Division’ dated 7 March 2025 and prepared by Korda Mentha.

Misconduct – means any act (or threat of) or omission that amounts to abusive, blackmailing, bribing, bullying, corrupt, criminal, harassing, inflammatory, intimidatory, menacing, misogynistic, offensive, threatening, uncooperative, unlawful, violent or otherwise morally reprehensible behaviour, and without limitation to the above, also includes any scheme or arrangement designed to circumvent any law.

Stakeholder – means any person employed in or otherwise involved in the Construction Industry in Queensland which will include but is not limited to a union member, public servants including Work Health and Safety Inspectors, a member of the public, a member of the Queensland Police Service, journalist or member of the media, employer or industry representative, the Australian Workers Union, or any individual or entity engaged in Allied Industries.

Watson SC Report – the report titled ‘Violence in Queensland CFMEU’ dated 17 June 2025 and prepared by Geoffrey Watson SC.

ENDNOTES

- 1. Made by the Governor in Council on 29 July 2025.
- 2. Notified in the Gazette on 1 August 2025.
- 3. Not required to be laid before the Legislative Assembly.
- 4. The administering agency is the Department of Justice.