



Australian Government

Department of Infrastructure, Transport, Regional Development, Communications and the Arts

Secretary
Jim Betts

PDR ID EC25-000469

Mr Jeroen Weimar
Secretary
Department of Transport and Planning
1 Spring Street
MELBOURNE VIC 3000

Dear Secretary *Jeroen*

I am writing to each of my state and territory counterparts in light of recent allegations in the media of criminal and corrupt conduct by persons associated with the Construction, Forestry and Maritime Employees Union (CFMEU).

The new allegations, reported in recent days, of violent and potentially criminal behaviour associated with infrastructure project worksites, raise concerns which I have no doubt are shared by Victoria and across all jurisdictions. As you are aware, the Federation Funding Agreement Schedule (FFAS) on Land Transport Infrastructure Projects requires state and territory governments to ensure that any allegations or instances of criminal behaviour or corruption are reviewed and reported to the appropriate regulator. Further, the FFAS requires state and territory governments to ensure compliance with relevant Commonwealth legislation, including with respect to workplace relations, and to ensure procurement practices deliver value for money for public funds.

Instances of criminal behaviour or corruption, or concerns about unacceptable workplace behaviours on jointly-funded projects, should also be proactively reported to the Department of Infrastructure, Transport, Regional Development, Communications and the Arts.

In addition to these reporting requirements, I note that the Hon Catherine King MP, Minister for Infrastructure, Transport, Regional Development and Local Government, has written to the Hon Gabrielle Williams, Minister for Transport Infrastructure and Minister for Public and Active Transport. The letter requests that our departments work together to ensure timely updates are provided to the Commonwealth on the findings of the taskforce, established by Victoria to focus on worksite behaviour, which relate to any jointly funded projects impacted by these issues. s47B(a)

I would like to acknowledge and welcome the excellent work being led by Queensland, with New South Wales and Victoria, to develop draft guidance to help inform the identification and notification of unacceptable workplace behaviours. I look forward to the roll out of this guidance, which will be critical in ensuring all relevant stakeholders are aware of their obligations to report unacceptable workplace behaviours.

I also look forward to continuing to work with you to ensure a strong, productive construction sector that is free from criminal and improper conduct.

Yours sincerely

s22(1)(a)(ii)

Jim Betts

24 March 2025

cc: Ms Natalie James, Secretary, Department of Employment and Workplace Relations

Released under the FOI Act 1982 by the Department of Infrastructure,
Transport, Regional Development, Communications, Sport and the Arts

From: WOOD2, Lachlan
Sent: 28 March 2025 14:31
To: s22(1)(a)(ii)
Subject: FW: Fw: CFMEU Letter [SEC=OFFICIAL]

OFFICIAL

For awareness

Lachlan Wood (he/him)

Assistant Secretary • Victoria, Tasmania and South Australia Infrastructure
 Land Transport Infrastructure Division
Lachlan.Wood2@infrastructure.gov.au

s22(1)(a)(ii)
 GPO Box 594 Canberra, ACT 2601

Department of Infrastructure, Transport, Regional Development, Communications and the Arts
CONNECTING AUSTRALIANS • ENRICHING COMMUNITIES • EMPOWERING REGIONS

infrastructure.gov.au



*I would like to acknowledge the traditional custodians of this land on which we meet, work and live.
 I recognise and respect their continuing connection to the land, waters and communities.
 I pay my respects to Elders past and present and to all Aboriginal and Torres Strait Islanders.*

OFFICIAL

From: Michael C James (DTP) s22(1)(a)(ii)
Sent: Wednesday, 26 March 2025 12:34 PM
To: WOOD2, Lachlan <Lachlan.Wood2@infrastructure.gov.au>; BOURNE, Andrew <Andrew.Bourne@infrastructure.gov.au>
Cc: Lachlan McDonald (transport.vic.gov.au) s22(1)(a)(ii) William Tieppo (DTP) s22(1)(a)(ii) Wendy E Sladen (DTP) s22(1)(a)(ii); s22(1)(a)(ii) Michael Geary s22(1)(a)(ii)
Subject: RE: [SEC=PROTECTED: CIC] Fw: CFMEU Letter [SEC=OFFICIAL]

Hi Andrew and Lachlan

Thanks for the catch up earlier in the week in the lead up to Senate Estimates.

We've followed up with VIDA and they have provided some talking points and background info on what the Victorian Government is doing to manage CFMEU and conduct issues – please see below.

Hope this helps and let us know if you have any questions or need anything further.

Thanks

MJ

Key points

- The allegations of bullying, intimidation and unlawful practices in parts of the construction sector have prompted action from the Victorian Government, Federal Government and Victoria Police.
- That behaviour has no place on Victoria's Big Build (VBB) construction sites or anywhere else in Victoria.
- The Victorian Premier has announced that Victoria Police has an expanded dedicated taskforce to investigate the serious allegations of criminal and illegal behaviour on construction sites. The Victorian Infrastructure Delivery Authority (VIDA) will support Victoria Police and Operation Hawk to help crack down on any criminal and illegal behaviour.
- If the Union Administrator uncovers evidence of criminal or corrupt behaviour, it should be referred to Victoria Police.

Implementation of recommendations arising from Victorian Government's Formal Review

- In July 2024 the Premier announced a *Formal Review into Victorian Government Bodies' Engagement with Construction Companies and Construction Unions*. The Premier appointed Greg Wilson to investigate, report on, and recommend actions relating to the terms of reference.
- The Victorian Government announced in December 2024 that it will support all recommendations from this review either in full or in principle (note: Recommendations and Government response can be found here: [Government-response-to-the-Formal-Review-into-Victorian-Government-Bodies'-Engagement-with-Construction-Companies-and-Construction-Unions.pdf](#))
- As part of the response, the Government will establish a complaints referral body as a single point of entry to receive and refer complaints relating to Victorian Government construction sites.
- An alliance involving State and Federal law enforcement agencies and other bodies (including the Victorian Infrastructure Delivery Authority (VIDA) and Suburban Rail Loop Authority (SRLA)) will also be established to share information, coordinate action and inform Government of emerging issues on sites.
- The Victorian Government will also strengthen the role and powers of the Labour Hire Authority (LHA) including strengthen tests around who may operate labour hire companies, by expanding the fit and proper person test to include past indictable convictions, insolvencies, close association with an unfit or improper person or membership of criminal organisations.
- Construction policies and contracts for Government funded construction projects will be updated to require reporting of suspected criminal or unlawful conduct on worksites to the new complaints referral body.

Other matters

- s37(1)(a) [REDACTED] VIDA has again written to all head contractors re-iterating VIDA's expectations in relation to conduct on VIDA's projects, and in relation to reporting of any incidents or suspicions.
- A campaign promoting the VIDA Stopline occurred on all VIDA project sites in late 2024. The Stopline is an independent and confidential hotline to receive information about fraud, corruption, bullying and the like on VIDA worksites. The Stopline is just one tool workers can use to anonymously report this type of behaviour, and the availability of Stopline was re-iterated in VIDA's recent communications to its contractors.

From: Hall, Jessica <Jessica.Hall@infrastructure.gov.au>

Sent: Friday, March 21, 2025 7:09:17 PM

To: William Tieppo (DTP) s22(1)(a)(ii) [REDACTED]

Cc: BOURNE, Andrew <Andrew.Bourne@infrastructure.gov.au>; WOOD2, Lachlan

<Lachlan.Wood2@infrastructure.gov.au>

Subject: [EXTERNAL] FW: Letter [SEC=OFFICIAL]

OFFICIAL

Hi Will

As discussed the other day, this was sent to your office. I think it was late last night but we only got it today.

J

OFFICIAL

Disclaimer

This message has been issued by the Department of Infrastructure, Transport, Regional Development, Communications and the Arts. The information transmitted is for the use of the intended recipient only and may contain confidential and/or legally privileged material. Any review, re-transmission, disclosure, dissemination or other use of, or taking of any action in reliance upon, this information by persons or entities other than the intended recipient is prohibited and may result in severe penalties.

If you have received this e-mail in error, please notify the Department on +61 (2) 6274 7111 and delete all copies of this transmission together with any attachments.

Notice: This email and any attachments may contain information that is personal, confidential, legally privileged and/or copyright. No part of it should be reproduced, adapted or communicated without the prior written consent of the copyright owner. It is the responsibility of the recipient to check for and remove viruses. If you have received this email in error, please notify the sender by return email, delete it from your system and destroy any copies. You are not authorised to use, communicate or rely on the information contained in this email.

Please consider the environment before printing this email.

Released under the FOI Act 1982 by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts



Department of Transport and Planning

GPO Box 2392
Melbourne, VIC 3001 Australia
www.transport.vic.gov.au

Ref: BSEC-1-25-1453

Mr Jim Betts
Secretary
Department of Infrastructure, Transport,
Regional Development, Communication and the Arts
GPO Box 594
CANBERRA ACT 2601

By email: jim.betts@infrastructure.gov.au

Dear Jim

ENGAGEMENT AND OVERSIGHT OF CONSTRUCTION CONTRACTORS

Thank you for your letter dated 24 March 2025 in relation to recent media allegations of criminal and corrupt conduct by people associated with the Construction, Forestry and Maritime Employees Union (CFMEU) on government infrastructure projects.

I share your concerns in relation to this alleged behaviour and write to update you on actions the Department of Transport and Planning (DTP) and portfolio entities are taking to prevent criminal, corrupt or unacceptable behaviour on Victorian construction worksites.

I also acknowledge the obligation in the Federation Funding Agreement Schedule on Land Transport Infrastructure Projects to ensure that any allegations or instances of criminal behaviour or corruption are reviewed and reported to the appropriate regulator.

VIDA Transport Infrastructure Projects

The Victorian Infrastructure Delivery Authority (VIDA) is an administrative office in relation to DTP. VIDA manages major transport and health infrastructure projects in Victoria, including the North East Link Project, Metro Tunnel Project, West Gate Tunnel Project, Level Crossing Removal Project and a suite of major road upgrade projects.

While primary responsibility for managing industrial relation issues in relation to these projects lies with contractors, VIDA has taken proactive steps to seek to eliminate the type of conduct which has been reported. Recent activities have included:

- to supplement correspondence issued in 2024, VIDA has again recently issued formal correspondence to all head contractors, reiterating the Victorian Government's zero tolerance for criminal and unlawful behaviours in the Victorian construction sector and emphasising VIDA's expectations in relation to the prevention of such behaviours and reporting to Victoria Police, VIDA and other relevant bodies (an example is attached for your reference at **Attachment 1**);

- a campaign was rolled out on all VIDA projects in late 2024 mandating the display of VIDA Stopline collateral at all VIDA project sites. Stopline is an independently-administered and confidential hotline to receive information about fraud, corruption, bullying, misconduct and other behaviours on VIDA worksites, which has been in operation since 2019;
- VIDA has established a reporting avenue for contractors to report directly to VIDA, to supplement Stopline; and
- s37(1)(a) [REDACTED]

DTP Projects

DTP has numerous construction contracts that receive federal funding, particularly in relation to road management and road safety initiatives. These projects are at varying stages in the project lifecycle. As described above for VIDA projects, primary responsibility for managing industrial relations issues for these construction contracts lies with contractors.

In August last year, as a result of the allegations of inappropriate union behaviour on worksites, DTP wrote to all major construction contractors to remind them of their obligations in managing worksites and reporting any inappropriate or criminal behaviour. DTP has again recently written to all major construction contractors to remind them of their reporting obligations to relevant bodies, such as Victoria Police. An example letter is attached for your reference at **Attachment 2**.

DTP continually engages with project contractors and has commenced an audit of all major federally funded construction contracts to ensure our contract managers are reinforcing any relevant contractual obligations in relation to preventing and reporting alleged criminal or corrupt conduct.

Suburban Rail Loop Project

The Suburban Rail Loop Project is a statutory authority established under the *Suburban Rail Loop Act 2021*. The Suburban Rail Loop Authority (SRLA) is responsible for the planning and delivery of the SRL Project.

Primary responsibility for managing industrial relation issues at SRL East project sites lies with contractors, with SRLA having oversight mechanisms in place for its head contractors. Recent activities undertaken by the SRLA include:

- issuing formal correspondence to head contractors in August 2024 reiterating the Victorian Government and SRLA's zero tolerance for criminal and unlawful behaviours in the Victorian construction sector and emphasising SRLA's expectations in relation to the prevention of such behaviours and reporting to Victoria Police, SRLA and other relevant bodies (an example is attached for your reference at **Attachment 3**);

- establishing an industry reporting email inbox s22(1)(a)(ii), provided to head contractors as a central reporting pathway to report alleged improper or unlawful conduct where required;
- progressively implementing anonymous reporting pathways to be displayed at SRL project sites as Works Packages are awarded and commence, pending establishment of the proposed centralised Victorian Government complaints handling body in Industrial Relations Victoria; and
- reviewing tender material and contracts for works packages in procurement for improvements to better respond to alleged conduct recently identified in the media.

Reporting protocols between the Commonwealth and State

DTP is working with your Department and VIDA to establish a reporting process consistent with your request that instances of criminal behaviour and corruption, or concerns about unacceptable workplace behaviours on jointly funded projects should be proactively reported to your Department. DTP will provide a single point of reporting into the Commonwealth for this purpose.

In addition, I confirm that DTP will regularly update your Department on any relevant activities and findings of the Victoria Police dedicated taskforce to investigate serious allegations of criminal and illegal behaviour on construction sites, noting that confidentiality and security intelligence restrictions may apply.

Victorian Government Formal Review

On a broader level you may be aware that in July 2024 the Victorian Government implemented a Formal Review under the *Inquiries Act 2014* (Vic) to inquire into and report on Victorian Government bodies' engagement with construction companies and construction unions, including with respect to allegations of criminal or unlawful conduct in the Victorian construction sector.

The Victorian Government has committed to supporting all recommendations of the Formal Review (either in full or in principle) and implementation activities are well underway.

As part of its response to the Formal Review, the Victorian Government has committed to:

- establishing a complaints referral body as a single point of entry to receive and refer complaints relating to Victorian Government construction sites;
- establishing an alliance involving State and Federal law enforcement agencies and other bodies (including key delivery agencies) to share information, coordinate action and inform Government of emerging issues on sites;
- strengthening the role and powers of the Labour Hire Authority; and
- updating construction policies and contracts for Government funded construction projects to require reporting of suspected criminal or unlawful conduct on worksites to the new complaints referral body.

DTP and portfolio entities are engaged in this work.

Cross-jurisdictional initiative

As your letter notes, the collaborative effort between the Victorian, Queensland and New South Wales governments to develop and implement a consistent approach to the reporting of relevant behaviours to the appropriate regulators is progressing well. This engagement has been facilitated at a senior executive level through VIDA, the Queensland Department of Transport and Main Roads and Transport for New South Wales.

Finally, I note the critical role the Commonwealth Government plays in relation to the matters which have been reported, including through its responsibility for workplace laws, company laws and federal policing. I urge that our Departments continue to work together to develop comprehensive and integrated approaches to tackling these matters.

I look forward to continuing to work with you and your department on this important work.

Yours sincerely

s22(1)(a)(ii)



Jeroen Weimar
Secretary

Date: 07 April 2025

Cc: Ms Natalie James, Secretary, Department of Employment and Workplace Relations:
natalie.james@dewr.gov.au

Attachments:

1. Example VIDA letter
2. Example DTP letter
3. Example SRLA letter

OFFICIAL: SENSITIVE



Level 14, 121 Exhibition St, Melbourne 3000
 GPO Box 2392, Melbourne, Victoria, 3001
 T: 1800 105 105

Ref: FOL/24/9859

NAME
 TITLE
 COMPANY

By Email: EMAIL ADDRESS

Dear NAME,

Conduct on VIDA projects

I refer to previous correspondence and engagement outlining VIDA's expectations regarding conduct on its projects.

As I have previously conveyed, the Victorian Government has **zero tolerance** for criminal and unlawful behaviours in the Victorian construction sector, and I am writing to emphasise VIDA's expectations in relation to your company's prevention of such behaviours. These expectations do not fetter or otherwise impact your obligations at law or under your contract(s) with VIDA, including with respect to the management of health and safety and industrial relations.

Site and project management

VIDA expects its projects to be managed to the highest standards of conduct and integrity. This includes, but is not limited to, your organisation:

- Taking all appropriate steps to prevent criminal, unlawful or inappropriate conduct on VIDA projects, including:
 - violence, bullying, harassment and intimidation;
 - illicit substance use;
 - coercive conduct;
 - requests or demands for preferential treatment of contractors, subcontractors, suppliers or individuals; and
 - unreasonable or unnecessary staffing or work practice demands;
- Taking all appropriate steps to prevent the presence of persons with known criminal associations on site;
- Ensuring the engagement and management of subcontractors, including but not limited to labour hire companies, is undertaken consistent with the highest standards of integrity including appropriate vetting of suppliers and compliance with the State's Supplier Code of Conduct (available at <https://www.buyingfor.vic.gov.au/supplier-code-conduct>); and
- Having robust controls in place to mitigate the risk of fraud and corruption by suppliers and subcontractors, including relating to the management and oversight of subcontracted labour and plant hire. Fraud risks such as so-called "ghost shifts", double dipping, inappropriate substitution of labour or materials and theft of materials should be significant considerations in the design of controls.

Released under the FOI Act 1982 by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

OFFICIAL: SENSITIVE



Reporting

1. **Reporting to Victoria Police:** Your organisation is expected to immediately report to Victoria Police any known or suspected instances of criminal or unlawful conduct on VIDA projects. Reporting to Victoria Police can be undertaken through Crime Stoppers. Reports to Crime Stoppers do not require personal details to be left, calls are not recorded and if reports are made online, IP addresses are not stored. Further information, including information on how to make a report, can be found at <https://www.crimestoppersvic.com.au>.
2. **Reporting to VIDA:** Your organisation is expected to immediately report to VIDA any known or suspected instances of conduct which is inconsistent with the standards of conduct and integrity referenced in this letter. This includes individuals or companies that you suspect may be of ill-repute being involved in or having connections to your project(s).

Reports can be made via:

- VIDA's Integrity Hotline, available 24 hours a day, 7 days a week at <https://vida.stoplinereport.com> (an independently managed service, including a telephone reporting avenue), with reports able to be made anonymously; and/or
- VIDA's dedicated reporting email address, s22(1)(a)(ii) [REDACTED]. Any reports will be treated with strict confidentiality and will not be passed on outside VIDA, nor any actions taken, without further engagement with you or the person making the report. If your report involves the provision of personal information, please ensure any legislative privacy requirements are met, including to enable VIDA to collect that information.

Depending on the matter disclosed, it may be appropriate for VIDA to refer the matter to an appropriate regulatory agency or other body.

3. **Reporting to other appropriate bodies:** Depending on the issue, it may also be appropriate for your organisation to report the matter to another body such as the Fair Work Ombudsman, Fair Work Commission, WorkSafe, ComCare, Independent Broad-based Anti-corruption Commission (IBAC), Labour Hire Authority, the CFMEU Administrator or the Australian Competition and Consumer Commission (ACCC), all of whom have reporting channels available.

VIDA can potentially exercise contractual powers to direct the removal of particular individuals from projects. If you believe these powers should be exercised please contact VIDA at the email address above with supporting information for VIDA's consideration.

Please ensure these matters are communicated to relevant subcontractors and suppliers.

VIDA will engage further with you regarding the implementation of recommendations arising from the Government's *Formal Review into Victorian Government Bodies' Engagement with Construction Companies and Construction Unions*, and further controls being considered by VIDA. VIDA would welcome your ideas on additional actions you consider could be taken by VIDA or the industry.

Yours sincerely

Kevin Devlin
Director-General
/ 03 / 2025



Department of Transport and Planning

GPO Box 2392
Melbourne, VIC 3001 Australia
www.transport.vic.gov.au

Ref: BSEC-1-25-1386

[insert contractor details]

By email:

Dear [name]

IMPORTANT INFORMATION REGARDING REPORTING AND PREVENTION OF UNLAWFUL ACTIVITIES

The Victorian Government has zero tolerance for criminal and unlawful behaviours in relation to government funded projects and services. Accordingly, I would like to reiterate the Department of Transport and Planning's expectations in relation to your organisation's prevention of such behaviours. These expectations do not alter your obligations at law or under your contracts with DTP, including with respect to managing health and safety and industrial relations.

Site and project management

DTP expects its projects to be managed to the highest standards of conduct and integrity. This includes, but is not limited to, your organisation:

- taking all appropriate steps to prevent criminal, unlawful or inappropriate conduct on DTP projects, including:
 - violence, bullying, harassment and intimidation;
 - illicit substance use;
 - coercive conduct;
 - requests or demands for preferential treatment of contractors, subcontractors, suppliers or individuals; and
 - unreasonable or unnecessary staffing or work practice demands;
- taking all appropriate steps to prevent the presence of persons with known criminal associations on site;
- ensuring the engagement and management of subcontractors, including but not limited to labour hire companies, is undertaken consistent with the highest standards of integrity including appropriate vetting of suppliers and compliance with the Victorian Government's Supplier Code of Conduct (available at <https://www.buyingfor.vic.gov.au/supplier-code-conduct>); and
- having robust controls in place to mitigate the risk of fraud and corruption by suppliers and subcontractors, including relating to the management and oversight of subcontracted labour and plant hire. Fraud risks (such as so-called "ghost shifts", double dipping, inappropriate substitution of labour or materials and theft of materials) should be significant considerations in designing controls.

Reporting

The key contact details for reporting criminal activity, corrupt conduct or inappropriate behaviour are:

1. **reporting to Victoria Police** should be undertaken through Crime Stoppers. Reports to Crime Stoppers do not require personal details to be left, calls are not recorded and if reports are made online, IP addresses are not stored. Further information, including information on how to make a report, can be found at <https://www.crimestoppersvic.com.au/>.
2. the Department of Transport and Planning's external whistleblower hotline, **Stopline Pty Ltd**, 1800 290 609.
3. depending on the issue, it may also be appropriate for you to report the matter to another body such as the Fair Work Ombudsman, Fair Work Commission, WorkSafe, ComCare, Independent Broad-based Anti-corruption Commission (IBAC), Labour Hire Authority or the Australian Competition and Consumer Commission (ACCC), all of whom have reporting channels available.

Please report back to your nominated DTP contract manager, any actions you have taken to report on and manage instances of unlawful or inappropriate behaviour.

Please also ensure these project management and reporting obligations are communicated to relevant subcontractors and suppliers.

Update on Victorian Government Response to the Formal Review into Victorian Government Bodies' Engagement with Construction Companies and Construction Unions (Formal Review)

In November 2024, the Final Report following the Formal Review was published. The Victorian Government has committed to supporting all recommendations of the Formal Review (either in full or in principle) and implementation activities are well underway. As part of its response to the Formal Review, the Victorian Government has committed to:

- establishing a complaints referral body as a single point of entry to receive and refer complaints relating to Victorian Government construction sites;
- establishing an alliance involving State and Federal law enforcement agencies and other bodies (including key delivery agencies) to share information, coordinate action and inform Government of emerging issues on sites;
- strengthening the role and powers of the Labour Hire Authority; and
- updating construction policies and contracts for Government funded construction projects to require reporting of suspected criminal or unlawful conduct on worksites to the new complaints referral body.

Further information on the Formal Review and the Victorian Government response can be found online: <https://www.vic.gov.au/formal-review-construction-companies-and-construction-unions>

Thank you for your co-operation.

Yours sincerely

Jeroen Weimar

Secretary, Department of Transport and Planning
Entity Head, Head Transport for Victoria

Date: 07 April 2025

Released under the FOI Act 1982 by the Department of Infrastructure,
Transport, Regional Development, Communications, Sport and the Arts

**OFFICIAL**

Suburban Rail Loop Authority
 PO Box 24214
 Melbourne VIC 3001
 T 1800 105 105
suburbanrailloop.vic.gov.au

s22(1)(a)(ii)

Dear s22(1)(a)(ii)

VICTORIAN CONSTRUCTION INDUSTRY FORMAL REVIEW AND REQUEST FOR ACTION

I am writing regarding recent announcements made by the Victorian Government pertaining to the construction industry, specifically in the context of Victoria's transport infrastructure program. As you would be aware a similar letter has also been sent by Victorian Infrastructure Delivery Authority.

The Victorian Government and Suburban Rail Loop Authority (**SRLA**) have zero tolerance for coercive, criminal and unlawful behaviours in the Victorian construction sector. You would be aware that on 15 July 2024, the Premier announced that the Victorian Government would establish an independent review to strengthen the power of Victorian Government bodies who are engaged with construction companies and construction unions to respond to allegations of criminal or unlawful conduct in the Victorian construction sector.

The independent review will be undertaken by Mr Greg Wilson as a Formal Review under the *Inquiries Act 2014*, with an interim report to be provided by 29 August 2024, and a final report by 29 November 2024. A copy of the Terms of Reference is attached for your information.

I encourage you to participate in the review process once avenues to do so are advised. The Formal Review has established an email address for making enquiries: enquiries@rvgbec.vic.gov.au.

I also note that the Premier has written to:

s37(1)(a)

SRLA welcomes the above initiatives.



Released under the FOI Act 1982 by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

OFFICIAL

SRLA notes that the reported behaviours, including the presence on site of persons with known criminal associations, could pose a risk to the health and safety of site-based personnel.

It is a requirement of safety legislation that such behaviours are identified and eliminated so far as is reasonably practicable. Where you are Principal Contractor on SRLA sites, your organisation is the duty holder with management and control of relevant sites, and your organisation has statutory obligations to:

- provide a working environment that is safe and without risk to health; and
- monitor the conditions at any workplace under its management and control.

Obligations pertaining to health and safety are contained in your contract(s) with SRLA, regardless of whether you are Principal Contractor.

SRLA is seeking to ensure that appropriate steps are being taken to report and prevent any occurrence of criminal or unlawful activity (including any coercive conduct leading to the award of contracts or subcontracts), and the presence of persons with known criminal associations, on SRLA projects.

As such, SRLA requests that you:

1. **Report to Victoria Police:** immediately report any known or suspected instances of criminal or unlawful conduct, or involvement of people with known criminal associations, on SRLA projects to Victoria Police to support the Premier's recent referral to Victoria Police. Victoria Police has advised that reporting to Victoria Police should be undertaken through Crime Stoppers. Reports to Crime Stoppers do not require personal details to be left, calls are not recorded and if reports are made online, IP addresses are not stored. Further information, including information on how to make a report, can be found at <https://www.crimestoppersvic.com.au/>. To assist with directing your report, please use the reference "Construction Industry Allegations".
2. **Report to SRLA:** on an ongoing basis, report to SRLA any instances of conduct which you observe on SRLA projects of the kind that has been reported in the media, including but not limited to:
 - requests or demands by individuals for preferential treatment of contractors, subcontractors, suppliers or individuals.
 - intimidation, bullying, harassment or coercive conduct in pursuit of an industrial agenda; or
 - unreasonable or unnecessary staffing or work practice demands by individuals.

This does not fetter or otherwise impact:

- any reporting obligation your organisation may have at law to another agency or body, such as Victoria Police, the Fair Work Ombudsman, WorkSafe, ComCare, IBAC or the Australian Competition and Consumer Commission (ACCC);
- any reporting your organisation may otherwise choose to undertake to another agency or body notwithstanding that there may not be an obligation to do so at law; or
- contractual roles and responsibilities in your contract with SRLA, including with respect to the management of health and safety and industrial relations.

OFFICIAL

s37(1)(a)

3. **Identify, investigate and eradicate conduct:** take all steps reasonably available to identify (for example through police record checks on relevant individuals, or other monitoring or reporting), investigate and if necessary, eradicate any criminal or unlawful conduct, including conduct of the kind that has been reported in the media, in relation to SRLA projects. In addition, SRLA can potentially exercise its contractual powers to direct the removal of individuals from sites. If you believe these powers should be exercised in relation to an individual, please contact SRLA at the email address below with supporting information for SRLA's consideration.

Please also pass these requests to relevant subcontractors and suppliers.

Should you wish to contact SRLA in relation to any matter canvassed in this letter SRLA has established a dedicated email address s22(1)(a)(ii)

Thank you for your attention to these matters.

Yours sincerely

s22(1)(a)(ii)

Frankie Carroll

Chief Executive Officer

8 / 8 / 24