OFFICE OF INDUSTRIAL RELATIONS

The Office of Industrial Relations (OIR) responsibilities and functions includes; supporting improved workplace health and safety and electrical safety performance through the regulatory framework and provision of services; regulatory responsibility and provision of policy advice on workers compensation matters; and supports a productive industrial relations framework for the public sector in Queensland.

Deputy Director - General Simon Blackwood

Industrial Relations **Executive Director** Tony James

IR Strategic Policy Tricia Rooney

· provide strategic policy, legislation and research advice on state and national industrial relations matters.

IR Regulation and Compliance Director and Chief Industrial Inspector Tony Schostakowski

· provide regulatory policy, compliance and services in the state industrial relations system.

IR Public Sector Directors Candice Jacobs Michael Anderson Brian Feldman (GOC's) Ray Clarke Cathy Bray

 partner with agencies and Governmen Owned Corporations in planning, negotiation, arbitration and finalisation of enterprise bargaining agreements;
• advise on proposed changes to legislatio governing industrial relations matters; provide advice and assistance to agencie on industrial relations matters before the Queensland Industrial Relations Commission and Fair Work Commission assist agencies to ensure a seemless transition to modern awards and the Queensland Employment Standards following completion of the award as a centre of excellence, provide strategic industrial relations policy advice to build a high performing engaged customer focused workforce;

• through consultation with agency and union stakeholders, develop policies, directives, circulars and guidance notes · provide whole of government training

and information sessions on industrial

Safety, Policy and Workers' Compensation Services Executive Director Paul Goldsbrough

Work and Electrical Safety Policy Director Brad Bick

Function

- provide strategic advice and develop policy and legislative frameworks for work health and safety (WHS) and electrical safety (ES);
- co-ordinate WHS and ES Inspectorate/Operational Policy;
- undertakes research and analysis on WHS and ES:
- manage the contribution to National and intra-gov development in matters impacting on WHS and ES;
- co-ordinate operational policy with regards to licensing, delegation and exemptions, also involvement in drafting Memorandum of Understandings;
- co-ordinate and manage secretarial responsibilities for the WHS Board.

Data and Evaluation Director - Sebastian Bielen Scheme Analyst - Christopher Tsockallos

Function

- economic and statistical research, analysis and monitoring of WHS and workers' compensation scheme issues, including scheme wide data;
 • provision of data to Safe Work Australia for notified fatalities, Workers'
- Compensation National Dataset and Annual Comparative Performance Monitor Report; and supporting audit, compliance and education program design and evaluation

to ensure resources are being used as efficiently and effectively as possible Prosecution Services

Director Peter Matthews

- provide strategic leadership and advice to the investigation and
- prosecution functions within OIR;

 manage appearances before the court, tribunal and other hearings rele to the operations of OIR; and
- manage referrals from workers' compensation insurers for fraud and other offences under the Workers' Compensation and Rehabilitation Act 2003.

Coronial and Enforceable Undertaking Services Director / Manager -Vacant, to be advertised/filled-

- coordinate and manage the representation of the department at coronia inquests;
 • coordinate all liaison and communication with the Office of the State
- Coroner and presiding coroners about deaths within WHS or ES jurisdictio • provide strategic advice in relation to organisational responses to coronia
- recommendations, referrals, comment and findings;

 secretariat support for Organisational Response Governance Group (ORGG), government interagency groups and family consultative

Workers' Compensation Services Senior Director -Vacant, to be advertised-

Workers' Compensation Policy Director Janene Hillhouse

- nrovide strategic advice and develop policy and egislative frameworks for workers' compensate evaluate the impact of policy and legislative frameworks for consistency with Government policy through the monitoring of international, national and
- jurisdictional trends;
 manage the contribution to National and intragovernmental policy development in matters impacting on Workers' Compensation Policy
- matters; and provide legal advice to the Minister and OIR executives regarding the interpretation of legislation and during policy development.

Review and Appeals A/Director Jonathan Shield

- · provide an independent review process for employers or injured workers who are dissatisfied
- manage the legal process where an injured worker or an employer is dissatisfied with a decision of the Review Unit and they appeal this decision to the Queensland Industrial Relations Commission (QIRC);
- complaints of internal review or standard of service delivery complaints and all formal statutory reviews of decisions in relation to WHS and ES legislation

Engagement, Insurer and Tribunal

- inform and engage with stakeholders on a range of key workers' compensation activities to improve rehabilitation and return to work outcomes across the
- support the operation of the Medical Assessment Tribunals (MAT) who have responsibility under the Act for making decisions about a worker's injury, based on a clinical examination and inform provided;
 • monitor the performance and compliance of the
- self-insurers in the scheme;
- self-insurers in the scheme;

 coordinate the development of; and manage delivery of training for scheme doctors; and
- · manage the provision of advisory workers' nsation services delivered through peak representative bodies for workers and

Compliance and Business Engagement **Executive Director** Iulie Nielsen

WHS Regional Services

- administer the Work Health and Safety legislation to ensure the health and safety of workers and workplaces is effectively managed in accordance with the Nati Compliance and Enforcement Policy;
- regional business services:
- engage with priority employers and businesses to improve health and safety
- outcomes;

 establish, promote and participate in industry networks to promote work health and safety and safety leadership; and
- implement state-wide intervention campaigns aimed at high-risk industries, high-risk work activities.

Regional Directors - Peter Vates Paul Smith Gary Newman Pat Stein and David

Work Health Safety Compliance

- conduct comprehensive investigations into serious suspected breaches of WHS and ES laws and escalate matters for prosecution, coronial or external body review,

 • provide investigation and general inspectorate support through operational procedures and projects:
- monitor quality and performance of Compliance and Business Engagement activities through formal audit programs;
 coordinate complaint management in relation to standard of service delivery
- omplaints for Compliance and Business Engagement activities; and
 manage formal and ad hoc reporting and publication for Compliance and Business
 Engagement activities.

Industry Engagement

A/Director Michelle Macklin

- engage with priority employers to improve injury prevention and management
- partner with key stakeholders to promote work health and safety within broader
- provide strategic advice and develop information, awareness and education strategies to build work health and safety capabilities;

 • build safety leadership and management commitment through industry working
- groups, networks and programs; and • lead state-wide intervention campaigns aimed at high-risk industries, high-risk work

Occupational Health Nita Maynard

- provide strategic advice and develop strategies for priority disorder, mental health
- and musculoskeletal injury risks;
 lead and/or contribute to development of national standards;
- provide specialist technical advice to support the inspectorate during investigations
- engagement and compliance functions;

 improve the health of workers by increasing awareness, knowledge and understanding of good-practise health promotion; and
- administer a grants program.

Chemicals and Major Hazards

- statutory licensing and safety auditing of major hazardous facilities:

Shoena Messner

- statutory licensing and auditing of dangerous goods locations e.g. service stations;
 incident response and auditing of hazardous chemicals and substances; provide strategic direction and manage the operational functions of relating to
- asbestos and other occupational health issues and provide technical advice as develop interventions in areas of asbestos, biological and hygiene hazards; and provide strategic input and technical advice to OIR.

Engineering Services Director and Chief Safety Engineer Michael Chan

- administer the licensing of statutory registration of plant and plant design:
- design check against engineering standards new plant e.g. amusement rides;
 provide high level advice and engineering analysis for incident investigations

Business and Corporate Services Executive Director **Andrew Harris**

Business Innovation and Planning Director -Vacant, to be advertised/filled-

Function

Flectrical Safety Office

· co-ordinate and manage the consultative arrangements

between the department, the Electrical Safety Comissioner, the

Director Michael Gibson

monitor and promote compliance with electrical safety

engage with the electrical industry, other industries and

· work with industry to develop and promote standards for

Brian Richardson

administer electrical worker and contractor licensing:

provide technical support for electrical equipment and fire

incidents and investigations; and

work with industry to develop and promote standards for

and their safety management systems:

investigations.

Function

electrical equipment.

electrical installations; and
• provide technical support for electrical related

nunity to improve electrical safety awareness and

Electrical Safety Engagement Function

- business improvements and project management; · research partnerships:
- digital productivity and services strategy: and OIR strategy, risk planning and governance.

Finance, Information and Communications Technology Director Jason Korenromp

Corporate Support

- coordinate all ICT business systems across OIR:
- information and database management;
 business and ICT system support and application development;
- · help desk and quality assurance:
- financial and budget management across OIR; and
 asset, accommodation and fleet management.

Director Michelle Brooker

- Function
 operational HR and establishment management; manage recruitment and appointment processes:
- change management;
 records management;
- correspondence and administrative support;
- HR strategy governance and RTI coordination; and
 general HR reporting coordination.

Licensing and Advisory Services

- administer statutory licensing regime for high risk work (HRW) licences;
- accredit assessors to perform prescribed assessments for HRW licences; administer statuary licensing regime for various types of asbestos contractors:
- administer statutory incensing regime for various types or assess contractions induction;
 administer or their statutory authorisations including HSR training, construction induction;
 implement strategies to effectively manage the notification of incidents and Complaints; and
 triage notified events and assign for regional response and investigation.

Awareness and Engagement A/Director George Buxton

- develops, implements and evaluates targeted education, awareness and public relations
- strategies;

 develops and publishes online and printed information, tools and resources to promote and encourage compliance with work health and safety, electrical safety and workers'
- compensation laws: and coordinates a consistent approach to industry engagement activities.

Function

- implement best practice training strategies incorporating nationally recognised qualifications and related skills maintenance activities across the OIR inspectorate; and
- · workforce management strategies.

Org Chart as of August 2016