

Form 83 – Application for exemption or renewal of exemption


INDUSTRIAL REGISTRAR

11 MAR 2025


QUEENSLAND

Anti-Discrimination Act 1991, section 113

Industrial Relations (Tribunals) Rules 2011, rule 80A

Information

- Use this form to apply or renew an exemption from provisions of the *Anti-Discrimination Act 1991*.
- Please read this form carefully. Please complete all relevant sections. Information that is missing or non-compliant with the relevant section of an Act or the Rules may result in the rejection of your form.
- Once your form has been processed the Industrial Registry will contact you and provide you with a sealed copy of your application.
- Practice Direction 3 of 2021 - ELECTRONIC FILING AND HARD COPIES OF DOCUMENTS. Documents which are longer than 30 pages in length must be supplied to the Industrial Registry in hard copy before it will be accepted for filing.
Note: The applicant may file a **Form 20 - affidavit** in support of the application.

For further information please contact the Industrial Registry on 1300 592 987 or via email at qirc.registry@qirc.qld.gov.au

Applicant:	Kalwun Development Corporation Limited

Application

This is an Application to the Queensland Industrial Relations Commission, pursuant to section 113 of the *Anti-Discrimination Act 1991*.

1. Applicant

Name of applicant:	Kieran Chilcott		
Organisation:	Kalwun Development Corporation		
	ABN:	15 065 676 717	
Postal address:	PO Box 2588		
	Suburb/Town	Burleigh Waters	Postcode 4220
Phone number:	07 5578 3434	Fax number:	07 5596 3649
Mobile number:			
Email address:	kieran.chilcott@kalwun.com.au		


Does the applicant have a representative?

A representative might be a lawyer, a union, an agent or a family member or friend who will speak on behalf of the applicant. There is no requirement to have a representative.

- Yes - provide representative's details below and file a Form 33 or 34
- No

2. Applicant's representative			
Organisation:			
Name of contact person:			
Postal address:			
	Suburb/Town		Postcode
Phone number:		Fax number:	
Mobile number:			
Email address:			

3. Details of exemption sought
(a) Provision of Act from which exemption is sought:
Section 14, Section 15, Section 15A, Section 124, Section 127
(b) Period or further period for which the exemption is sought:
5 years
(c) Person, people or class of people for whom the exemption is sought:
Request an exemption to hire a employees in Child, Youth, and Family Services division based on gender.

4. Signature of applicant or representative	
Signature:	
Name in full: (please print)	Kieran Chilcott
	Chief Executive Officer
Date:	24/2/2025

Please Note: Schedule 1 - Grounds of Application must be completed

Statement made on behalf of the applicant

(Using numbered paragraphs, please set out detailed information in support of the application) 3000 character limit. (Note: If more than 3000 characters are required please attach a schedule)

Kalwun's Child, Youth and Family division offers programs and services to address recognised needs and build on the identified strengths of the family, empowering them to build happy, healthy, safe families.

We have previously held an exemption to recruit based on gender for the Youth Wellbeing Worker role, however this expired last year. We would like to renew this exemption and expand it to cover roles in the following teams:

- Youth Wellbeing
- Family Wellbeing
- Family and Domestic Violence
- Empowered and Connected Families
- Kinship and Foster Care
- Family Participation Program
- Tertiary Family Intervention Service (new program, name to be finalised)

Across these teams we try to ensure that both male and female workers are represented for the following reasons:

- 1) The primary focus of the position is to provide support to vulnerable Aboriginal and Torres Strait Islander children, young people, and their families, who are considered at-risk, throughout the Gold Coast area.
- 2) People accessing these services will typically be from situations of abuse, violence, and often have a history of prior offending or be at risk of offending.
- 3) In indigenous culture, it is only appropriate for a male to discuss Men's business (personal items) with another male, and Women's business should only be discussed between two females.
- 4) Government funding for new roles can often specify it is required to be filled by a person of a specific gender.

This exemption would allow us to address gender gaps in a team situation and recruit a candidate of the required gender, when required, to allow Kalwun to continue offering services to all families.

Schedule 1 - Grounds of Application

(set out the reasons for the application in consecutively numbered paragraphs. (Note: if more than 5000 characters are required please attach a schedule)

Empty box for providing grounds of application.

