QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Matter No: WHS / 2026 / 306

Form 73A – Notice of WHS dispute

INDUSTRIAL REGISTRAR
26 NOV 2026
QUEENSLAND

Work Health and Safety Act 2011, s 102B

Information

- Use this form to notify of a WHS dispute.
- Once filed, this notice must be **immediately** served on all other parties to the dispute.
- **This Notice will be published on the QIRC website pursuant to s 102B(3) of the *Work Health and Safety Act 2011*.**
- If a relevant union for a worker affected by the WHS matter not already named as a party wish to participate in the resolution of the dispute, they may notify the Industrial Registrar in writing.
- Please read this form carefully and complete all relevant sections.
- Documents which are longer than 30 pages in length must be provided to the Industrial Registry in hard copy before it will be accepted for filing.
- For further information on please refer to the website www.qirc.qld.gov.au or contact the Industrial Registry on 1300 592 987 or via email at qirc.registry@qirc.qld.gov.au.

Notification

Notice is hereby given of a dispute in accordance with s 102B of the *Work Health and Safety Act 2011*.

Has a *Form 74 – Application for WHS review* been filed in relation to the matter/s in dispute? ☑ No ☐ Yes [Matter No. WHS/_____/_____]

Notifier	Together Queensland

AND

Respondent	State of Queensland (Qld Corrective Services)

If there are more parties to the WHS dispute, please complete a **Form 1 – Parties List** and file it together with this form.

1. Particulars of the party notifying of the dispute

Name:	Together Queensland Industrial Union of Employees		
Postal/Service address:	Level 4 /43 Peel Street		
	Suburb/Town South Brisbane		Postcode 4101
Phone number:	1800177244	**Mobile number:**	0407 321 655
Email address:	corrections@together.org.au		
Name of contact person:	Mr Michael Thomas		
Direct phone number:		**Mobile number:**	0407 321 655
Direct email address:	michael.thomas@together.org.au		

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2. Particulars of the other party to the dispute

Name:	State of Queensland (Queensland Corrective Services)		
Postal/Service address:	69 Ann Street		
	Suburb/Town Brisbane		Postcode 4000
Phone number:	(07) 3565 7466	**Mobile number:**	0437 905 569
Email address:	EmployeeRelations@Corrections.qld.gov.au		
Name of contact person:	Ms Deanne Forrestal, Director, Employee and Industrial Relations		
Direct phone number:	(07) 3565 7466	**Mobile number:**	0437 905 569
Direct email address:	Deanne.Forrestal@Corrections.qld.gov.au		

3. Workplace where dispute exists

Woodford correctional Centre, Neurum Road Woodford QLD 4514

4. WHS matter subject of the dispute

This dispute (as defined in s 102A of the *Work Health and Safety Act 2011*) is in relation to:
[Please pick one or more of the options below]

☐	A work group determination matter.
☐	A work group variation matter.
☐	Access to information by a health and safety representative under s 70(1)(c) of the Act.
☐	The giving of a notice or information to a health and safety representative under s 70(1)(cb) or (cc) of the Act.
☐	A request by a health and safety representative for a person assisting the representative to have access to the workplace under s 70(1)(g) of the Act.
☐	A matter mentioned in s 72(2)(aa), (a) or (b), or s 72(4)(a), (b) or (c) of the Act relating to training for a health and safety representative.
☐	A health and safety committee matter.
☑	A matter about work health and safety that is an issue to which Part 5, Division 5 (Issue Resolution) of the Act applies.
☐	An issue about cessation of work under Part 5, Division 6 (Right to cease or direct cessation of unsafe work) of the Act.

Does this dispute relate to any of the following decisions made by an Inspector?

☐	s 54(5) – Negotiations regarding an agreement
☐	s 76(6B) – Regarding a health and safety committee

5. Compliance powers

Has an inspector been appointed to assist the parties reach an agreement or resolve the dispute?	☐ Yes	☑ No
If yes, was a decision made by an inspector to exercise, or not to exercise, compliance powers under Part 10 of the Act subject to review under Part 12 of the Act?	☐ Yes	☐ No

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6. Issues in dispute

Please outline the issues in dispute between the parties:
[Please note that any details you provide will be published as part of this Notice]

Please attach a schedule if more room required

Please see attached, SCHEDULE TO FORM 73A - Issues in Dispute

7. Briefly state the relevant industrial instrument/s affected (e.g. award, agreement, determination) OR the industry in which the dispute arose and/or type of work being undertaken by those in dispute

Corrective services – operation of a high-security correctional centre, including the supervision, management and secure custody of prisoners by custodial correctional officers, and associated work undertaken by non-custodial administrative and professional staff.

8. Signature of the party notifying of the WHS dispute

Signature:	[redacted]
Name:	Michael Thomas
Position/Capacity:	Assistant Secretary
Date:	24/11/2026

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SCHEDULE TO FORM 73A – ISSUES IN DISPUTE

Nature of dispute

1. The dispute concerns the adequacy and effectiveness of work health and safety risk controls proposed by Queensland Corrective Services (QCS) for the planned Tranches 15-17 increase in prisoner population at Woodford Correctional Centre.
2. QCS and Together Queensland, through the affected Health and Safety Representative, have engaged in consultation and issue resolution concerning the proposed increases and associated WHS risks. While a number of matters have been resolved or substantially narrowed, the parties have reached an impasse concerning whether the remaining risk controls are adequate and capable of effective implementation before further prisoner population increases occur.
3. QCS considers that the identified controls are sufficient to permit Tranche 15 to proceed. Together Queensland disputes that position and contends that material WHS risk controls remain unresolved, inadequately defined, or have not been demonstrated to be effective and sustainable under the proposed operating conditions.

Issues in dispute:

Incident response capability

4. The parties have not resolved the incident-response arrangements necessary to safely support the increased prisoner population. The formally endorsed incident-response model dates from 2017. Woodford presently operates under subsequent arrangements developed following a serious incident in December 2018, but those arrangements have not been formally endorsed by QCS.
5. During consultation, QCS developed and circulated a proposed 2026 incident-response model but subsequently withdrew that proposal before the issue was resolved.
6. The parties remain in dispute as to which incident-response arrangements QCS relies upon as work health and safety risk controls for Tranche 15 and subsequent population increases, and whether those arrangements are documented, formally authorised, adequately resourced and capable of reliable implementation under the proposed staffing arrangements.

Sequencing and verification of tranche risk controls

7. The parties are in dispute concerning the implementation of Tranches 15-17 and the point at which the effectiveness of risk controls should be assessed before further prisoner population increases occur.

8. Together Queensland's position is that Tranche 15 should be implemented with the necessary staffing and other risk controls in place, and that progression to Tranche 16 should not occur until the effectiveness and sustainability of those controls have been demonstrated under actual operating conditions. A corresponding assessment should occur before progression from Tranche 16 to Tranche 17.
9. QCS considers that the consultation and risk assessment undertaken for Tranches 15-17 provides an adequate basis for progression of the tranches, subject to its ongoing WHS obligations.
10. The unresolved WHS issue is whether the effectiveness and sustainability of the risk controls should be demonstrated under the increased population and actual operating conditions before the next population increase occurs.

Existing operational and infrastructure risks

11. The parties remain in dispute concerning whether existing operational and infrastructure hazards at Woodford have been adequately controlled before the introduction of further prisoner numbers.
12. The matters in dispute include reported and documented infrastructure hazards, including electrical capacity and overloading issues and plumbing, drainage and wastewater failures, insofar as those hazards affect the safe operation of the additional accommodation and prisoner population; persistent staffing shortages and associated redeployments and prisoner lockdowns; officer fatigue, workload and psychosocial hazards; pressure on prisoner services and routine operational functions; and the capacity to maintain effective incident-response arrangements during periods of reduced staffing.
13. Together Queensland's concern is not merely the existence of residual risk. The dispute concerns whether the controls relied upon by QCS adequately address the cumulative interaction of these existing hazards and whether those controls are effective and sustainable before additional prisoner numbers are introduced.
14. The parties also remain in dispute concerning the adequacy of emergency contingency arrangements for the proposed population increase, including whether contingency plans and testing appropriately account for changed accommodation arrangements, existing infrastructure constraints and the increased prisoner population. QCS's risk assessment identifies a need to review contingency testing arrangements to reflect changes in accommodation arrangements. Together Queensland seeks confirmation that the necessary contingency arrangements have been reviewed, tested and demonstrated to be effective before they are relied upon as controls for further population increases.
15. QCS identifies access to meaningful prisoner activities, including employment, education, programs and structured activities, as controls for risks associated with the increased prisoner population. Together Queensland and the affected Health and Safety Representative remain concerned that the effectiveness and sustainability of these controls is compromised by the recurring redeployment of staff responsible for

delivering prisoner activities to meet operational staffing shortages. The parties remain in dispute as to whether meaningful prisoner activities can be reliably maintained as a WHS risk control under Tranche 15 and subsequent population increases.

Staffing as a WHS risk control

16. The parties have substantially narrowed their differences concerning the additional staffing required for Tranche 15, but the final staffing establishment and its implementation remain unresolved.
17. The matters remaining in dispute include definitive confirmation of the additional positions and funded FTE associated with Tranche 15, the operational allocation of those resources, the remaining disputed positions and the practical arrangements necessary to ensure that staffing relied upon as a WHS risk control is available and maintained when the increased prisoner population is introduced.
18. The WHS issue is therefore not confined to the number of funded positions. It includes whether the staffing relied upon as a risk control can be implemented and maintained in practice so that the required operational and incident-response functions can safely be performed.

Overall effectiveness and implementation of the control framework

19. QCS considers that the risk assessment and identified controls are sufficient for Tranche 15 to proceed. Together Queensland and the affected Health and Safety Representative dispute that the control framework is presently sufficient, having regard to the unresolved incident-response arrangements, operational availability of staffing, existing infrastructure and operational hazards, psychosocial risks, and the absence of an agreed mechanism for assessing the effectiveness of controls before subsequent population increases.
20. The parties have been unable to resolve these WHS issues through consultation and issue resolution. Together Queensland therefore seeks the assistance of the Queensland Industrial Relations Commission to resolve the outstanding WHS issues and establish the controls necessary for the proposed population increases to proceed safely.