



To maintain the highest integrity and transparency across the QBCC, the quarterly report of 'Reportable Gifts and Benefits' provides a comprehensive view of all reportable gifts and benefits offered to the QBCC and its staff for Quarter 2 (April to June), 2025.

Reportable Gifts and Benefits Register – Under \$150

Quarter 2: 1 April 2025 – 30 June 2025

Date given or received	Description of donation, gift or benefit	Retail value	Name of giver/donor	Name of recipient	Gift received was: a) retained by employee b) retained by agency c) declined by employee d)declined by agency	Reason for accepting, giving or declining gift	Name of accountable officer
1/04/2025	Lunch	\$ 80.00	Penny Cornah	Skye Bowie	Retained	The public perception of my attendance at the World Plumbing Day stakeholder function is likely to be a positive one. Engaging with our key industry stakeholder’s forms part of our legislative function under the QBCC Act. Acceptance of an invitation to attend the industry stakeholder function is “not likely to affect, or reasonably be perceived to affect, the independent and impartial performance of my official duties” and is likely to be for a public benefit. I consider this attendance to be a normal part of my role to represent the QBCC.	Lee Shepherd
3/04/2025	Light snacks	\$ 40.00	Kevin Mercer	Skye Bowie	Retained	The public perception of my attendance at the 2025 QLD Vinnies CEO Sleepout Launch stakeholder function is likely to be a positive one. Engaging with our key industry stakeholder’s forms part of our legislative function under the QBCC Act. Acceptance of an invitation to attend the industry stakeholder function is “not likely to affect, or reasonably be perceived to affect, the independent and impartial performance of my official duties” and is likely to be for a public benefit. I consider this attendance to be a normal part of my role to represent the QBCC.	Lee Sheperd
3/04/2025	Attendance at NAWIC International Women’s Day luncheon. Activity connected to QBCC sponsorship agreement with NAWIC	\$ 150.00	NAWIC / QBCC due to sponsorship agreement	Gary Saunders	Retained	QBCC have been a proud sponsor of NAWIC since 2018 and share their vision of building an equitable construction industry. Activity connected to QBCC sponsorship agreement with NAWIC. NAWIC International Women's Day Luncheon	Monica D'Souza

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3/04/2025	<p>We are privileged to be hosting a private roundtable dinner with Luke Dembosky, one of America's foremost cybersecurity experts as our guest speaker, on Thursday 3 April.</p> <p>He has been brought across by Brenton Steenkamp, Head of our Cyber and Data Governance at Clayton Utz, with whom he has previously collaborated closely on global cyber and regulatory matters.</p> <p>As Co-Chair of Debevoise & Plimpton's Global Data Strategy and Security Practice and former U.S. Deputy Assistant Attorney General for National Security, Luke has been at the centre of major cyber investigations and enforcement actions, advising on ransomware, executive-targeted cyber threats, scams, AI, and national security risks. Given the scrutiny on cyber resilience, data management, scams, and AI governance, we thought his insights from Washington would be of interest to you.</p> <p>I would be delighted if you are able to join us along with other senior business leaders at what promises to be a thought provoking discussion</p>	\$ 80.00	Clayton Utz Cyber Partner	Jeremy Janes	Retained	Aligns to improving our cyber security, governance and resilience practices and sees what international organisations are doing that QBCC can take advantage of. Allows for discussion across CIO's within QG at this roundtable.	Lee Shepherd
3/04/2025	Dinner plus seminar	\$ 80.00	Clayton Utz	Jeremy Janes	Retained	provide greater understanding of cyber trends internationally	Lee Shepherd
8/04/2025	Invitation to a QIC event titled "QIC Investing in Queensland" which provided an overview of QIC's initiatives and a brief economic update. Light refreshments (finger food and alcohol) were provided as part of this event.	\$ 128.00	QIC Ltd	Tim Murphy	Retained	QIC manages approximately \$622 million (at 31 March 2025) of QBCC's investable assets and the QBCC insurance Fund's investments are impacted by global markets. this provided an update on current global financial market volatility and enabled networking opportunity with other QIC clients	Lee Sheperd

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8/04/2025	Dinner & Drinks	\$ 100.00	Kylie Rampa	Skye Bowie	Retained	The public perception of my attendance at the QIC's Investing in Queensland industry stakeholder function is likely to be a positive one. Engaging with our key industry stakeholder's forms part of our legislative function under the QBCC Act. Acceptance of an invitation to attend the industry stakeholder function is "not likely to affect, or reasonably be perceived to affect, the independent and impartial performance of my official duties" and is likely to be for a public benefit. I consider this attendance to be a normal part of my role to represent the QBCC.	Lee Sheperd
8/04/2025	Book: Organisational planning and analysis, Robert Morrison	\$ 66.06	OrgVue	Callum MacSween	Retained	OrgVue is a contracted provider to the QBCC for its org chart production and display. As part of our customer plan, OrgVue provided on-site training on the functionality and usage of the solution, which includes workforce planning. The book is about organisational workforce planning, which complements the functionality of the solution.	Ian Coleman
9/04/2025	<p>With mandatory data breach notification requirements under the IPOLA reforms coming into effect shortly, government agencies must be prepared to respond swiftly and effectively in identifying and assessing data breaches.</p> <p>Whether it's a lost phone, unauthorised staff access to sensitive personal information or a sophisticated cyber-attack, determining whether a data breach constitutes a notifiable data breach (eligible data breach) is a critical decision-making process which can require a decision-maker to navigate complex factual and legal requirements in a short timeframe.</p> <p>Operating effectively in these environments will require agencies and decision-makers to have access to sound processes and procedures and specifically decision-making documentation, which can be used to effectively assist in the process of assessing a data breach, determining whether the</p>	\$ 50.00	Tracey-Duffill-Wilson, Director, RTI & Privacy (QBCC) - Clayton Utz Public Sector Partners	Julia Smith	Retained	Attending: Topic is very relevant to all QBCC staff, especially the CHRO and the HR Team. Benefits are also listed in the "Description of gift/benefit"	Ian Coleman

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	<p>data breach is an eligible data breach, and whether it is notifiable under the Mandatory Notification of Data Breach (MNDB) Scheme to be included in the Information Privacy Act 2009 (Qld) once the IPOLA amendments commence on 1 July 2025.</p> <p>In this session, Eleanor Dickens will provide practical guidance in navigating the legal and regulatory requirements that form part of the MNDB Scheme, with a focus on the process of assessing whether a data breach is an "eligible data breach" and whether notification to the impacted persons and the Information Commissioner is required. This will include a discussion of tips and tricks in managing this decision-making process and developing fit for purpose documentation.</p>						
10/04/2025	<p>For Skye Bowie to attend Invitation to MPAQ 125: Honouring Our Past, Celebrating the Present, Building the Future Event.</p> <p>This year marks a significant milestone as MPAQ celebrates 125 years of serving and supporting the plumbing industry. As a valued supporter of MPAQ, we would be honoured to have you join us in recognising the contributions of industry leaders and professionals who have shaped Queensland's plumbing and gas sector.</p>	\$ -	Master Plumbers' Association of Queensland	Skye Bowie	Retained	Accepting to attend as the Chief Building Regulator the CEO (Penny) has asked me personally to be there, to have QBCC representation also holds as good relationship with the organisation and stakeholders.	Lee Shepherd
14/04/2025	<p>Strategic Mindset: Thinking beyond the day-to-day</p> <p>In today's fast-changing world, strategic thinking is more important than ever. This short, engaging session explores what it means to have a strategic mindset—beyond just planning—and how leaders at all levels can apply it in their daily work. We'll look at the role of attention in shaping strategy, common barriers to thinking strategically, and practical ways to stay focused on what matters most. You'll leave with useful tools and insights to help you lead with greater impact.</p>	\$ -	Dr Edwin Trevor-Roberts - CEO - Trevor-Roberts	Julia Smith	Declined	Declined due to previous QBCC meeting commitments.	Lee Shepherd

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30/04/2025	Drinks and canapes at economic briefing	\$ 40.00	QIC	Shane Wilson	Retained	It was a Queensland Government event run by Queensland Investment Corporation attended by the Minister with a presentation by the Treasurer. I attended with the Commissioner and CFO.	Lee Shepherd
13/05/2025	<p>At X4 Sydney, you'll hear from leading brands who have successfully scaled their experience management programs to keep ahead of trends and outpace their competition. You'll learn how to immediately evolve your own programs—increasing your ability to do more with less, to foster broad cooperation and alignment, and to deliver transformational impact.</p> <p>The four different sessions are listed below: Earn hard-to-win customer loyalty Loyalty is trending downwards across industries. Your customers are telling you what they want, but the signals are vast, fleeting, and difficult to interpret. At X4 Sydney, you'll learn how leading brands are responding, and get hands-on with AI tools that make it easier and faster to drive action with omnichannel data.</p> <p>Do more with less employee burnout The pressure to deliver faster results with fewer resources can expose your business to broad risks you may not be able to anticipate. Learn how AI can empower your teams to work smarter and more productively, while keeping you closely connected to their changing needs and expectations.</p> <p>Adapt your research to stay ahead Research teams are preparing for the future. If you're slow to respond to evolving trends, you risk falling behind. Cutting-edge innovations like synthetic data will be on display at X4 Sydney, and you'll hear success stories from brands that are already using them to create unique and differentiated experiences.</p>	\$ -	Vicky Katsabaris (Dir, XM Strategy, Qualtrics)	Julia Smith	Declined	Declined to these events being in Sydney and meeting commitments for the QBCC.	Lee Shepherd

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13/05/2025	<p>I was delighted to see your response to my message on LinkedIn. We are looking forward to hearing you speak at the upcoming Regulatory Excellence Forum, at Royal on the Park, 152 Alice St, Brisbane. Your presentation, focused on AI and its potential in the regulatory environment, is scheduled for Tuesday, 17 June from 2:00pm to 2:45pm.</p> <p>As part of the forum, sessions will be recorded and made available after the event. To support this, we ask all speakers to sign a standard recording consent form, which I've attached for your review and completion. This can be returned to this email address.</p> <p>We'll also be arranging a speaker briefing session in the coming weeks to run through logistics and answer any questions. We'll be in touch shortly to coordinate a time.</p> <p>To allow time for review and any necessary adjustments, we ask that presentations be submitted ahead of the event. Could you please advise when you anticipate being able to provide yours?</p> <p>We will also need:</p> <ul style="list-style-type: none"> • A short bio and headshot for the forum program and promotional materials • Your speaker fee, including any associated travel and accommodation costs 	\$ -	Qld Regulatory Excellence Forum	Skye Bowie	Retained	Has been asked to speak at the event, but Skye does not have any speaker fee, nor doesn't need any accommodation so this is a free event for her to attend, so educate	Lee Shepherd
20/05/2025	<p>Invitation: Fireside Chat with icare NSW</p> <p>Please join us for a fireside chat with David Zeait of icare NSW for a detailed discussion on their use of ServiceNow HR Service Delivery, plus AI via Now Assist.</p> <p>icare is the largest public-sector insurer in Australia. It provides insurance and care services to over 330,000 public and private sector employers, and to 4 million employees in NSW. It also offers treatment and care services to people injured on NSW road and protects billions of dollars of NSW government assets.</p> <p>Date: June 4th</p> <p>Time: 3pm – 4pm, AEST</p> <p>Location: Online webinar.</p> <p>Registrations: Via reply email. You are welcome to share this invitation with your colleagues.</p>	\$ -	Alex Chalwell - ServiceNow Government Team	Julia Smith	Declined	Declined due to conflicting priorities. Callum MacSween (DCHRO) is attending in my stead.	Lee Shepherd

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22/05/2025	Chocolates	\$ 77.00	Ross Taylor	Tiffany Barber	Retained	<p>Mr Taylor, who had been attending the AIBS Conference and delivered a presentation on waterproofing, received a box of chocolates as a token of appreciation from AIBS. As he was unable to consume the chocolates and had no personal use for them, he offered the gift to me.</p> <p>This was my first time meeting Mr Taylor. He expressed his gratitude for my assistance in providing him with information regarding the QBCC and as a gesture of thanks, passed the chocolates to me.</p> <p>Benefit to the Queensland Government: This interaction supports positive stakeholder engagement and reinforces constructive working relationships between the Queensland Government and industry professionals. The exchange also reflects a collaborative approach to sharing expertise and ensuring the accurate dissemination of regulatory information.</p>	Lee Shepherd
23/05/2025	<p>Cultivate your future-ready workplace Industrial relations in Queensland are changing rapidly and navigating those changes to cultivate a high-performing and harmonious workplace is the key to your business's future success. Join us at this year's 2025 Workplace Relations Conference to hear from leading academics and workplace experts, gain practical advice on new IR reforms, and connect with peers to share insights and solutions.</p> <p>This all-day conference will include sessions on:</p> <ul style="list-style-type: none"> • The new employment landscape • Cases in workplace discrimination and harassment • Updates on the changes to workers' compensation • Obligations of employers to create a psychologically safe workplace <p>Plus, this year's event will include one of Business Chamber Queensland's signature Business Matters lunches, sponsored by Australian Retirement Trust, with a focus on the evolving world of work.</p> <p>Event details: Date: Wednesday, 28 May 2025</p>	\$ 140.00	Julianne Kennedy, Partner, BDO	Julia Smith	Declined	Declining - due to previous commitments to the QBCC.	Lee Shepherd

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	Time: 9:00am – 4:30pm followed by networking drinks until 6:30pm Venue: The Westin, Brisbane Address: 111 Mary Street, Brisbane						
27/05/2025	<p>Julia is part of the PSN Research Innovation Council, and we wanted to let you know that we've launched the VIP roundtable discussion dates for the rest of the calendar year.</p> <p>The other topics are:</p> <ul style="list-style-type: none"> • Digital Government (31 July) – Citizen-first services built on trust and interoperability Advanced Data and Analytics (29 May) • Digital Leaders' Day (2 September) – Empowering Government Executives to Drive Transformation Through People, Process & Technology • ✂ GX5 Deep Dive (30 October) – Workshopping Next-Stage Implementation & Cross-Government Collaboration • Cyber Security & Privacy (27 November) – Resilient government and connected cyber ecosystems 	\$ -	Melodie Paras - Delegate Acquisition Campaign Manager NZ - Public Sector Network	Julia Smith	Declined	<p>29 May is declined and we doubt Julia will be able to attend any of the proposed future dates due to conflicting meetings in her QBCC Calendar.</p> <p>**I was advised by Melodie that these Executive Roundtables are free in person events. Refer attached email**</p>	Lee Shepherd
12/06/2025	Professional development session: Unlocking tomorrow's workforce: global HR insights and the AI advantage	\$ 50.00	Robert Walters	Callum MacSween	Retained	Important to keep abreast of global HR trends and gain insights into the future of work with AI	Lee Shepherd

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13/06/2025	Participation in a virtual HR webinar focused on the practical application of artificial intelligence (AI) tools in human resource functions. The session is designed to enhance productivity, support data-informed decision-making, and streamline HR processes through emerging technology. Session is run by the national recruitment team at u&u	\$ -	u&u HR Team	Julia Smith	Retained	<p>Julia has been invited to attend a virtual HR webinar hosted by the national HR recruitment team at u&u, focused on how HR professionals can utilise artificial intelligence (AI) to enhance HR programs and increase productivity.</p> <p>This session offers practical, hands-on insights into emerging AI tools and their application in workforce planning, service delivery, and internal efficiency. Accepting this invitation supports her professional development and strengthens the Queensland Government's capability to explore and apply innovative technologies in human resources management.</p> <p>The benefit to the Queensland Government includes improved knowledge of current and emerging technologies, enhanced strategic workforce planning, and the ability to adopt tools that can streamline HR practices and deliver more efficient services to the public.</p>	Lee Shepherd
17/06/2025	Chocolate assortment	\$ 20.00	Queensland Early Childhood Regulatory Authority	Skye Bowie	Retained	Speaker at an event, token of appreciation was a chocolate box worth approx. \$20. I refused the offer of a lunch but accepted the token gift presented to me on stage	Lee Shepherd
18/06/2025	Book 'Cosmic Queries' was provided by exhibitor Cloudera to roundtable attendees at Gartner Data & Analytics Summit	\$ 45.85	Cloudera (Exhibitor)	Tracy Vincent	Retained	Token gift	Lee Shepherd

Reportable Gifts and Benefits Register – Over \$150

Quarter 2: 1 April 2025 – June 2025

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9/06/2025	The Customer and Strategy division purchased 3 tickets to the 2025 APAC Data & Analytics Summit. At the time of purchasing, there was an offer to purchase 3 tickets and receive 1 free. This 'free' ticket was utilised by Tracy Vincent.	\$ 3,685.00	Gartner Australasia Pty Limited	Tracy Vincent	Retained	<p>This was a free ticket on offer and the conference closely aligns to the work that the Customer and Strategy are responsible for and will be responsible for in future. Tracy's attendance directly aligns to her substantive position as well as her role as A/CCSO.</p> <p>The QBCC's maturity in AI is currently low and the learnings from this conference will provide insights to consider as part of a roadmap to enable AI (specialist and generative) as well as learnings on specialist topics such as moving AI projects from pilot to production and how to handle analytics and AI challenges. Customer and Strategy Division will have a lead role in application of specialist AI, where they are responsible for the data warehouse and have employees with machine learning and predictive analytics skills.</p>	Natalie Homan
23/05/2025	<p>A free ticket has been provided by BDO to the CHRO to attend a Industrial Relations Conference on Wednesday, 28 May 2025. The CHRO is not able to attend this event and has suggested that I attend in my capacity as the Director, Employee Relations for QBCC.</p> <p>https://businesschamberqld.com.au/events/</p>	\$ 395.00	BDO	Karyn Lawler	Retained	<p>There have been a number of key changes in the employment framework and this professional development opportunity would be beneficial to ensure QBCC is across the key changes and the impacts. There is also the ability to network with other colleagues across the public and private sector which assists in building productive working relationships which may assist QBCC in the future specifically when implementing changes in industrial or employee relations.</p>	Natalie Homan

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22/05/2025	Attendee and speaker at the BiiG conference which is the QG technology conference in Brisbane, includes a meal in the evening (may not attend this). Cost of attending is \$180 and cost of meal is \$130	\$ 310.00	Salesforce	Jeremy Janes	Retained	BiiG is the Queensland governments innovation and technology conference which provides opportunity for public servants to hear from other public servants on the innovations being applied within QG agencies. https://www.biigconference.com.au/event/0657185f-fbbb-4fe3-822c-568213386ef8/biig-2025	Monica D'Souza
22/05/2025	<p>Cultivate your future-ready workplace</p> <p>Industrial relations in Queensland are changing rapidly and navigating those changes to cultivate a high-performing and harmonious workplace is the key to your business's future success.</p> <p>Join us at this year's 2025 Workplace Relations Conference to hear from leading academics and workplace experts, gain practical advice on new IR reforms, and connect with peers to share insights and solutions.</p> <p>This all-day conference will include sessions on:</p> <ul style="list-style-type: none"> • The new employment landscape • Cases in workplace discrimination and harassment • Updates on the changes to workers' compensation • Obligations of employers to create a psychologically safe workplace <p>Plus, this year's event will include one of Business Chamber Queensland's signature Business Matters lunches, sponsored by Australian Retirement Trust, with a focus on the evolving world of work.</p> <p>Event details: Date: Wednesday, 28 May 2025 Time: 9:00am – 4:30pm followed by networking drinks until 6:30pm Venue: The Westin, Brisbane Address: 111 Mary Street, Brisbane</p>	\$ 434.50	Julianne Kennedy, Partner, BDO	Julia Smith	Declined	Declined due to pre commitments to the QBCC.	Natalie Homan

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29/04/2025	Interim CEO and Commissioner invited to attend Women in Construction 2-day conference; requested to speak at event in an official capacity.	\$ 2,595.00	Women in Construction 2-day conference	Skye Bowie	Retained	Asked to present at the summit as a guest speaker.	Greg Chemello
3/04/2025	Attendance at NAWIC International Women's Day luncheon. Activity connected to QBCC sponsorship agreement with NAWIC	\$ 240.00	NAWIC / QBCC due to sponsorship agreement	Callum MacSween	Retained	QBCC have been a proud sponsor of NAWIC since 2018 and share their vision of building an equitable construction industry. Activity connected to QBCC sponsorship agreement with NAWIC. NAWIC International Women's Day Luncheon	Monica D'Souza
3/04/2025	Attendance at NAWIC International Women's Day luncheon. Activity connected to QBCC sponsorship agreement with NAWIC	\$ 240.00	NAWIC / QBCC due to sponsorship agreement	Liz Hanlon	Retained	QBCC have been a proud sponsor of NAWIC since 2018 and share their vision of building an equitable construction industry. Activity connected to QBCC sponsorship agreement with NAWIC. NAWIC International Women's Day Luncheon	Monica D'Souza
30/06/2025	Hi Phil I hope you have been well. McGrathNicol has a table at the upcoming CEDA Qld State budget address lunch. I wonder if you might be interested in joining us? Kindly RSVP by return email at your earliest convenience. I hope you can join us.	\$ 160.00	McGrath Nicol Insolvency	Phillip Bell	Retained	Seeking your approval to accept this invitation. Anthony Connelly is one of the Leading Registered Liquidators in Australia. I confirm we have no current cases in the hands of Mr Connelly. I have had a 'Professional Association' with Anthony for decades, and long before commencing to work for QBCC. I also submit that such networks, as long as they are disclosed and transparent, positively serve the work we do in Financial Compliance.	Monica D'Souza
4/04/2025	NAWIC IWD Luncheon event on Friday 28 March 2025	\$ 240.00	NAWIC	Amanda Day	Retained	QBCC have been a proud sponsor of NAWIC since 2018 and share their vision of building an equitable construction industry. Activity connected to QBCC sponsorship agreement with NAWIC. NAWIC International Women's Day Luncheon.	Monica D'Souza