



**Victorian Budget 2023/24**

# **Industrial Relations Portfolio**

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Treasurer of Victoria



# Industrial Relations Victoria Key Achievements for 2022-23

## Industrial Relations Victoria has:

- Developed a new **Wages Policy** to underpin public sector bargaining
- Assisted in dispute resolution proceedings under existing enterprise agreements
- Engaged in public sector enterprise bargaining - finalising 21 public sector enterprise agreements
- Launched the **Gig Worker Support Service** on 1 May 2023 and commenced responding to enquiries via phone and email.
- Finalised and published the voluntary **Fair Conduct and Accountability Standards** which also took effect from 1 May 2023.
- Prepared a submission to Fair Work Commission **Annual Wage Review 2022- 23**, advocating for a substantial increase to minimum wages for award-covered workers.

# Industrial Relations Portfolio

## Key Achievements for 2022-23

- In 2022-23, **Wage Inspectorate Victoria** has answered 11,261 phone calls and responded to more than 1500 written queries from Victorians relating to Victorian industrial relations laws. It has issued 5900 child employment permits and completed 145 child employment investigations. The Inspectorate has also recovered hundreds of thousands of dollars in underpaid long service leave, amounting to \$1.1 million for Victorian workers this financial year.
- The **Portable Long Service Authority** has now registered over 270,000 workers and over 3000 employers – all now part of a self-funded scheme that will ensure workers in the Security, Contract Cleaning and Community Services sectors have access to long service leave entitlements.
- In 2022-23, the **Labour Hire Authority** has granted 724 labour hire licences and handled 5,255 telephone calls and 8,461 emails from labour hire providers, hosts, workers, and members of the community.

## **Industrial Relations Portfolio Key Priorities for 2023-24**

- **PROVIDING DIRECT SUPPORT TO INSECURE WORKERS**
- **ENFORCING COMPLIANCE WITH VICTORIAN WAGE THEFT LAWS**
- **CONTINUING TO ADVOCATE FOR WOMEN'S WORKPLACE EQUALITY – INCLUDING IN MALE DOMINATED INDUSTRIES LIKE CONSTRUCTION**

# On-demand Support Services and Standards

The gig economy remains a key focus in the 2023-24 Budget, with **\$9 million** provided to:

- Resource the recently established Gig Worker Support Service:
  - which provides urgently needed support and information for gig workers to understand their rights and obligations under relevant workplace laws and
  - to administer the voluntary Standards – that aim to provide gig workers with fairer and safer conditions, effective bargaining rights, better consultation and the ability to challenge decisions that affect their income
- develop a legislative model for the Standards and the transfer of the functions of the Gig Worker Support Service to Wage Inspectorate Victoria
- continue engagement with the Commonwealth Government to advocate for national minimum standards for gig workers.

## Enforcement of Wage Theft laws

- In the 2022-23 financial year to date, the Wage Inspectorate has responded to 716 wage theft inquiries (by phone and online).
- The Wage Inspectorate has also assessed 388 wage theft reports, a proportion of which have been referred for further investigation. At present, several investigations are underway.
- **\$6.7 million** has been allocated to the Wage Inspectorate in 2023-24 to continue to enforce compliance with Victoria's Wage Theft laws.

# Building Equity

- Since 2018, we have invested **\$5.566 million** to diversify Australia's most male dominated industry:
  - **\$2 million** to develop Victoria's *Women in Construction Strategy 2019-22* and implement the four-year workplan to attract, recruit and retain women workers in trade and non-trade roles.
  - **\$3.566 million** over three years to support the implementation of the Building Equality Policy which has three actions:
    - i. onsite targets for women in trade, nontrade, management and supervisory roles
    - ii. targets for the engagement of women as apprentices and trainees
    - iii. development of Gender Equality Action Plans to address the structural and cultural barriers to women's workforce participation.

# Building Equity

- The Government continues its commitment to implement medium and longer-term action to achieve greater representation of women in construction.
- The 2023-24 State Budget provides **\$2.4 million** to implement a new *Building Equity Strategy 2023-26*.
- The Strategy sets out five key priority areas that will drive systemic, structural, and cultural change.
  1. Economic equity
  2. Leadership
  3. Wellbeing – physical and mental
  4. Respectful workplaces cultures
  5. Education and training