

**15 MAY 2026**

Jaclyn Symes MP | Minister for  
Industrial Relations

# Industrial Relations Portfolio

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**Victorian Budget 2026-27**

# Key Achievements for 2025-26

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## Promoting fairer and more productive workplaces and gender equity

- **Non-Disclosure Agreements** – Australian-first laws to restrict the use of non-disclosure agreements in workplace sexual harassment cases.
- **Leading implementation of the Wilson Review**
  - creating a new construction complaints referral service
  - establishing an alliance of key agencies and regulators
  - strengthening the labour hire regulatory framework
  - tougher contractual and policy requirements for principal contractors
- **Inquiry into Workplace Surveillance Regulation** – supporting the Government’s response to the Parliamentary Inquiry into workplace surveillance.
- **Annual Wage Review** – submission to Fair Work Commission (FWC) advocating for real wage increases for Victorians on award minimum wages and for apprentices.

# Key Achievements for 2025-26

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- **Public sector industrial relations**

- IRV is the central agency for industrial policy. They provide advice on bargaining, assistance with dispute resolution and supported engagement in broader public sector enterprise bargaining.
- 32 public sector enterprise agreements approved since 1 July 2025
- Finalisation of over 50 policies to underpin the consistent implementation and operation of the VPS Enterprise Agreement.
- Assisting Departments, agencies and unions to resolve industrial relations disputes and issues through constructive engagement and good faith dealings.
- Advice to Departments and agencies on the application and operation of changes to the Commonwealth's Fair Work Act and related instruments.

# Portable Long Service Authority

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- The PLS Scheme provides long service leave entitlements for workers in the contract cleaning, security and community services sectors.
- The Scheme is in its seventh year of operation and is self-funded through the employer levy and return on investments.
- **Over 490,000 workers and over 4,200 employers are now registered with the Scheme** (as of 28 February 2026).
- The Authority will commence administering claims for long service benefits from 1 July 2026.
- The Authority continues to focus on identifying employers who have failed to register or include all eligible workers on their quarterly returns.

# Workforce Inspectorate Victoria

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The *2026-27 Budget* allocated **\$6.2 million over 2 years** for the WIV to continue its education, compliance and enforcement activity under laws regulating child employment, long service leave and owner drivers/forestry contractors.

In the financial year to 31 March 2026, the WIV:

- recovered over \$2.6 million dollars in unpaid long service leave entitlements
- approved over 500 licences for the employment of nearly 2,700 children
- had 5 matters before the court for various breaches of its legislation.

# Labour Hire Authority

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- The Labour Hire Authority (LHA) is now in its seventh year of operation administering Victoria's labour hire licensing scheme.
- In the financial year to 12 May 2026, the LHA:
  - has a total of 5,742 active licences
  - granted 797 licences
  - refused 92 licence applications
  - cancelled 179 licences
- Within the construction sector, LHA has over the life of the scheme:
  - cancelled 153 licences
  - refused 49 licence applications
  - imposed conditions on 38 licences

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