

3 JUNE 2025

Jaclyn Symes MP | Minister for
Industrial Relations

Industrial Relations Portfolio

Victorian Budget 2025-26

Key Achievements for 2024-25

Industrial Relations Victoria

- **Submissions to Fair Work Commission:** Annual Wage Review, General Retail Industry Award and Gender Undervaluation: Priority Award Review.
- **Public Sector Enterprise Bargaining:** 32 public sector agreements approved since 1 July 2024.
- **Supporting our IR Portfolio agencies:** Portable Long Service Authority, Wage Inspectorate Victoria and the Labour Hire Authority.
- **Leading implementation of the Wilson Review** – legislation introduced in April 2025 to create a complaints referral function in the Workforce Inspectorate.
- **Non-Disclosure Agreement legislative reform consultation** – Conducted wide ranging public consultation on potential options for legislative reform

Supporting our IR Portfolio agencies

Portable Long Service Authority

- The portable long service scheme is in its sixth year of operation and is now self-funded through the employer levy and return on investments.
- The Authority has **registered over 400,000 workers and over 3,700 employers**, and ensured access to long service leave for workers in the contract cleaning, security and community services sectors.
- The Authority will commence administering claims for long service benefits from 1 July 2026 (seven years from the commencement of the scheme).

Wage Inspectorate Victoria

In the financial year to 31 March 2025, the Inspectorate:

- recovered hundreds of thousands of dollars in unpaid long service leave, contributing to **a cumulative \$2 million for Victorian workers**.
- **approved over 480 new licences for the employment of over 3,200 children.**
- answered **7,300 phone calls and responded to more than 1,000 written queries** relating to Victorian industrial relations laws.

Industrial Relations Portfolio

Key Priorities for 2025-26

- Continue to lead the national labour hire project.
- Promote the Victorian public sector as a model employer and finalise key enterprise agreements through good faith negotiation with employers and their unions.
- Develop and support policy and legislative reform that contributes to fair, equitable and productive Victorian workplaces such as reforms to NDAs for sexual harassment.
- Lead the implementation of the Wilson Review reforms to tackle corruption and criminal behaviour in the building and construction sector.

Wilson Review

- On 20 July 2024, the Premier established the Wilson Review under the *Inquiries Act 2014*, into how Victorian Government bodies interact with construction companies and unions.
- The review was established to recommend ways of strengthening government bodies' ability to respond to allegations of criminal and other unlawful conduct in the Victorian construction sector.
- On 18 December 2024, the Government released the Report and its response. The Report includes eight recommendations, all of which the Government supports either in full or in-principle.
- Implementing the Government's response to the Wilson Review is a priority.
- **\$6.1 million** has been allocated funding in the *2025-26 State Budget* (over three years) to implement the Review's recommendations.

Non-Disclosure Agreements (NDAs)

- Our Government is currently developing legislation to restrict the use of NDAs in workplace sexual harassment cases.
- These reforms will be the first of their kind in Australia.
- The reforms will acquit a recommendation of the Victorian Ministerial Taskforce on Workplace Sexual Harassment, which found that NDAs are often misused to silence victim-survivors, protect employer reputations and hide serial offending.
- The proposed reform aims to:
 - eliminate their misuse by addressing current power imbalances in the NDA process
 - minimise the reoccurrence of sexual harassment in the workplace
 - promote recovery and wellbeing of victim-survivors.

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