



Victorian Budget 2022/23

# Industrial Relations Portfolio

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Treasurer of Victoria



# Key Achievements for 2021-22

## Public Sector Industrial Relations Unit

The Public Sector unit has overseen:

- Finalisation and launch of the Building Equality policy
- Development of Public Sector Gender Equality model provision
- Finalisation of approximately 70 public sector enterprise agreements
- Development of common practice policies to underpin the key provisions of the VPS Agreement
- Maintenance of the Lockdown Employment Supports Policy
- Public sector COVID-19 supports and vaccinations
- Submissions to the Fair Work Commission Review of Casual Conversion provisions in public sector awards.

# Key Achievements for 2021-22

## Private Sector Industrial Relations Unit

The Private Sector unit has overseen:

- Support for the delivery and establishment of the Sick Pay Guarantee pilot
- Development of Fair Conduct and Accountability standards for on-demand platforms
- Support for gender equity in the workplace including commissioning research into barriers to pay equality for Small to Medium Enterprises and the impact of COVID-19 on women
- A review of the *Child Employment Act 2003*
- Submissions to Fair Work Commission family and domestic violence leave review, Annual Wage Review 2021-22, proposed On-Demand Delivery Services Award (Menulog)
- A review and update of rates and costs schedules under the *Owner Drivers and Forestry Contractors Act 2005*. These rates are applied as minimum rates of pay for tip truck owner drivers working on Government funded construction projects.

## Support for insecure workers

- **\$5.6 million** – allocated to the provision of support services for on-demand workers and improving the conditions for gig economy workers by implementing Standards.
- **\$6 million** - for continued operations of Wage Inspectorate Victoria, including enforcing Victoria's wage theft laws.
- **\$245.6 million** - allocated to the Sick Pay Guarantee pilot scheme for eligible casual and contract workers.

## On-demand Support Services and Standards

The gig economy remains a key focus in the Budget, with **\$5.6 million** provided as the Government:

- Prepares to introduce Fair Conduct and Accountability Standards, following an extensive consultation period with workers, unions, platforms, businesses, industry representatives and academics.
- Continues work to develop options for a support service which will be set up to, among other things, assist platform workers and businesses to understand entitlements and obligations relating to work status, as well as referring parties to appropriate dispute resolution. The service will also assist businesses by providing information regarding the Standards.

# Sick Pay Guarantee

Pilot scheme is fully funded for **\$245.6 million** over the first two years.

Eligible casual and contract workers in certain occupations will receive up to five days a year of sick or carer's pay at the national minimum wage.

Occupations included in the first phase include:

- hospitality workers
- food trades workers and preparation assistants such as chefs and kitchen hands
- supermarket and supply chain workers
- retail and sales assistants
- aged and disability care workers
- cleaners and laundry workers
- security guards.

## Gender Pay Equity

**\$1.0 million** to promote gender pay equity workplace initiatives and the functions of the Equal Workplaces Advisory Council.

This investment will promote gender pay equity in all Victorian workplaces through provision of advice on issues relating to pay equity, equality and productivity.

# Construction Industry Safety Training Initiative

The Government has committed a further **\$2 million** to fund the Construction Industry Safety Training Initiative for a further 12 months.

Since 2018, the Victorian Government and Incolink have jointly funded specialist occupational health and safety (OHS) training courses, resources and services for employers and workers in the commercial building and civil construction industry in Victoria.

With an increase in construction activity due to this Government's major infrastructure projects, especially at irregular hours, there is a need and demand for specialised OHS training courses to protect the health, wellbeing and safety of all workers.

