

COMMUNIQUE

Meeting of Commonwealth, State and Territory Workplace Relations and Work Health and Safety Ministers

31 October 2025

1. Commonwealth, State and Territory Workplace Relations and Work Health and Safety (WHS) Ministers met today to discuss and advance a range of workplace relations and WHS matters. The Hon Amanda Rishworth MP, Minister for Employment and Workplace Relations, chaired the meeting and provided an update on the implementation of relevant Australian Government election commitments.

National labour hire harmonisation

2. Ministers noted progress to date on national labour hire reform and the model endorsed by a majority of Workplace Relations Ministers on 13 December 2023.
3. Queensland, the Northern Territory and Tasmania indicated they do not support a harmonised approach to labour hire.
4. The Commonwealth noted that without the participation of all jurisdictions, the endorsed harmonised model will not achieve its intended outcomes.
5. Acknowledging the need to create a level playing field for business and reduce regulatory complexity, the Commonwealth, Victoria, New South Wales, Western Australia, South Australia, and the Australian Capital Territory agreed to consider ways to achieve a consistent approach to labour hire regulation across state and territory schemes including through model laws.
6. Ministers tasked senior officials from participating jurisdictions, led by the Commonwealth, to look at options towards a nationally consistent approach, and report back to Ministers at the next Meeting of Commonwealth, State and Territory Workplace Relations Ministers.

Portable long service leave in Commonwealth places

7. Ministers agreed to urgently establish an interjurisdictional working group, chaired by the Commonwealth, to develop a proposal to amend the Mirror Taxes framework to support the application of state portable long service leave schemes to work performed on Commonwealth places.
8. Ministers agreed individual states would urgently consider any appropriate interim arrangements in their jurisdictions pending any amendments to the Mirror Taxes framework.

Other issues

9. The following issues were also noted by Ministers:
 - the National Construction Industry Forum's *Blueprint for the Future*
 - work health and safety priorities including Safe Work Australia's *Best Practice Review of the model WHS laws*
 - the improved coherence of workplace laws, and
 - updates from the jurisdictions.