



AI and the Digital Transformation of Workplaces

The National AI Plan

s. 22(1)(a)(ii)

- Workforce and workplace impacts are a key focus of the plan.
- AI presents significant opportunities to boost productivity, create safer workplaces and higher paying jobs, and help entry-level workers and vulnerable cohorts.
- Building trust and confidence in AI is necessary to boost adoption in Australia.
- The government is working to ensure Australia's regulatory system supports innovation while mitigating potential harm.

s. 22(1)(a)(ii)

Page 7 deleted under s 22(1)(a)(ii)



s. 22(1)(a)(ii)

- The department is continuing to assess the application of current frameworks to ensure they are appropriate for modern workplaces. s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

Pages 9-14 deleted under s 22(1)(a)(ii)

National AI Plan (released 2 December 2025) – Talking Points

s. 22(1)(a)(ii)

Key commitments for the portfolio

- There are 9 priority areas for action under the 3 pillars, with **Action area 5** *Support and train Australians*, being a key focus for this portfolio. This effort will focus on:

s. 22(1)(a)(ii)

- Progressing an **analysis of workplace relations regulatory frameworks** with a focus on making sure settings are responsive to the risks of AI and ensuring they continue to create fair, safe and cooperative workplaces.

s. 22(1)(a)(ii)

We are progressing an analysis of workplace relations regulatory frameworks

- This focuses on the Fair Work and model Work Health and Safety frameworks and draws on issues raised in existing reviews and inquiries, literature, international policy approaches, and stakeholder views.
- Key issues covered include accountability, transparency, consultation, discrimination, workplace surveillance and work intensification.
- Both the Fair Work and WHS frameworks are intended to be technology neutral, and the analysis will consider whether the laws remain fit for purpose and can adapt to widespread workplace adoption of AI.
- The analysis builds on early discussions with the AI Working Group. Once finalised by the department, it will be initially shared with the AI Working Group to ensure a common understanding of the issues and areas of focus.
- We are currently consulting with relevant portfolio agencies on the analysis, including FWO, FWC and SWA.
- We'll also work closely with new AI Safety Institute, recently established within DISR, to ensure we have up to date information on risks and harms to inform this work.

s. 22(1)(a)(ii)

Pages 17-21 deleted under s 22(1)(a)(ii)

What is the analysis of workplace relations regulatory frameworks covering?

- The Fair Work framework, and Australia's model WHS laws, are intended to be technology neutral. They are adaptable and designed to apply effectively to significant changes in technology, labour markets, and the workplace.
- The analysis of workplace regulatory frameworks, referred to in the National AI Plan, will consider whether the laws remain fit for purpose and can adapt to widespread workplace adoption of AI.
 - We know that several areas of the Fair Work Act may be engaged by use of AI, including consultation and change management, redundancy, general protections, and terms of enterprise agreements.
 - WHS laws are also engaged where AI creates or changes risks to health and safety, such as work intensification and workplace surveillance. Against this, AI also offers opportunities to minimise work health and safety risks at work.
- The analysis draws on findings from a review of relevant legislation, literature, international policy approaches, submissions to public inquiries and reports, and targeted stakeholder consultations. It outlines the current and emerging applications of AI in Australian workplaces, and examines the associated benefits, risks and challenges.
- The Analysis builds on early discussions with the AI Working Group. Once a draft is finalised by the department, including with input from other agencies (FWO/FWC/SWA) it will be initially shared with the AI Working Group to ensure a common understanding of the issues and areas of focus.
- We'll also work closely with new AI Safety Institute to ensure we have up to date information on risks and harms to inform this work.
- **[If raised:]** Key issues covered include: Responsibility, accountability, transparency, consultation and workplace change, discrimination and bias, redundancy, workplace surveillance , change management, job redesign and work intensification.

If raised – will the analysis be made public

- We intend to share it with the tripartite AI Working Group to ensure it reflect a common understanding of the issues and particularly the practical considerations arising from AI use. Our intention would be to share the regulatory analysis once it is finalised, but that's ultimately a matter for the Minister/Government.

Pages 23-31 deleted under ss 22(1)(a)(ii) and 47C(1)



Australian Government
Department of Employment
and Workplace Relations

Artificial Intelligence (AI) Deep Dive

POLICY RESPONSE – LABOUR MARKET AND WORKPLACE IMPACTS OF AI

9 APRIL 2026

Pages 33-34 deleted under s 22(1)(a)(ii)

National AI Plan – implementation actions

s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

- ❖ Progress an analysis of workplace relations regulations frameworks, with a focus on making sure settings are responsive to the risks of AI and ensure they continue to create fair, safe and cooperative workplaces.

s. 22(1)(a)(ii)

Pages 36-40 deleted under s 22(1)(a)(ii)

Fostering responsible workplace adoption of AI

Fair, safe and cooperative workplaces

s. 22(1)(a)(ii)

Next steps

Regulatory Landscape Analysis

- ❖ Finalising analysis of workplace relations frameworks – whether the Fair Work Act, WHS laws, EAs and modern awards are fit for purpose. Next steps – tripartite consultation, then publication.

s. 22(1)(a)(ii)

Implementation through tripartism

s. 22(1)(a)(ii)

Meeting 2

s. 22(1)(a)(ii)

- ❖ Regulatory landscape analysis discussion

s. 22(1)(a)(ii)

Next steps

s. 22(1)(a)(ii)

Develop the evidence base and continue labour market monitoring

s. 22(1)(a)(ii)

❖ **WR regulatory landscape analysis**

s. 22(1)(a)(ii)

ARTIFICIAL INTELLIGENCE EMPLOYMENT AND WORKPLACES FORUM

Meeting Date: 29 April 2026

Paper Author: Department of Employment and Workplace Relations

Chair brief

s. 22(1)(a)(ii)

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Pages 45-64 deleted under s 22(1)(a)(ii)

s. 22(1)(a)(ii)

Regulatory landscape analysis

- As noted in the National AI Plan, my department is to progress a regulatory landscape analysis of workplace laws.
- Australia's workplace relations and work health and safety frameworks are deliberately technology neutral to accommodate new technologies and emerging ways of working, such as those arising from AI.
- It is important, however, that we continue to test whether the settings remain flexible and effective in responding to AI in workplaces.

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ARTIFICIAL INTELLIGENCE EMPLOYMENT AND WORKPLACES FORUM

- I am keen to draw insights from members of this forum to inform the regulatory analysis, particularly on how well Australia's workplace frameworks are responding to challenges, what areas you consider may be gaps, and identifying case studies that may be useful to highlight the risks and best practices.
- This process will happen out of session, between meetings and if agreed amongst members form a future discussion at this forum.

MOVE TO ITEM 4

ARTIFICIAL INTELLIGENCE EMPLOYMENT AND WORKPLACES FORUM

Additional Points for Possible Questions:**Themes and priorities**

s. 22(1)(a)(ii)

When will we see the landscape analysis?

- Before finalising and sharing, I want to ensure the analysis is informed by your insights and experiences from your organisations and members.

s. 22(1)(a)(ii)

Pages 68-74 deleted under s 22(1)(a)(ii)

Question Time Brief – Employment and Workplace Relations

[ISSUE KEYWORD (AS PER INDEX) – MO TO ADD]

QB26-000009

Last Updated by Department: 07 May 2026

Artificial Intelligence

ISSUE

- What is the Australian Government doing to support the adoption of artificial intelligence (AI) in workplaces to drive productivity?

s. 22(1)(a)(ii)

TALKING POINTS

s. 22(1)(a)(ii)

Page 76 deleted under s 22(1)(a)(ii)

Question Time Brief – Employment and Workplace Relations

QB26-000009

Last Updated by Department: 07 May 2026

- Building trust and confidence in AI is necessary to increase adoption in Australia and harness its opportunities. The department is progressing an analysis of workplace relations regulatory frameworks to ensure regulatory settings reflect the values of the Australian public and support innovation, while mitigating harm.

s. 22(1)(a)(ii)

Pages 78-81 deleted under s 22(1)(a)(ii)

s. 22(1)(a)(ii)

National AI Plan & DEWR’s Response

s. 22(1)(a)(ii)

Actions to support Australian workers (NAIP Action 5.1)

- The department is continuing to monitor and assess workplace relations laws to ensure they remain appropriate for modern workplaces. This work includes:
 - Progressing an **analysis of workplace relations regulations frameworks** with a focus on making sure settings continue to create fair, safe and cooperative workplaces.

s. 22(1)(a)(ii)



AI and the Digital Transformation of Workplaces

The National AI Plan (released 2 December 2025)

s. 22(1)(a)(ii)

Key commitments for the portfolio

- There are 9 priority areas for action under the Plan's 3 pillars, with **Action area 5 Support and train Australians**, being a key focus for this portfolio. This effort focusses on:

s. 22(1)(a)(ii)

- Progressing an **analysis of workplace relations regulatory frameworks** with a focus on making sure settings are responsive to the risks of AI and ensuring they continue to create fair, safe and cooperative workplaces.

Pages 84-85 deleted under s 22(1)(a)(ii)



s. 22(1)(a)(ii)

We are progressing an analysis of workplace relations regulatory frameworks

- This focuses on the Fair Work and Work Health and Safety frameworks and draws on issues raised in existing reviews and inquiries, literature, international policy approaches, and stakeholder views.
- Key issues consistently identified include accountability, transparency, consultation, discrimination, workplace surveillance and work intensification.



- Both the Fair Work and WHS frameworks are intended to be technology neutral, and the analysis will consider whether the laws remain fit for purpose and can adapt to widespread workplace adoption of AI.
- The department will seek insights from AI Employment and Workplaces Forum to inform this regulatory analysis, particularly on how well Australia's workplace frameworks are responding to challenges, and identifying case studies that highlight the risks and best practices.

s. 22(1)(a)(ii)

Page 88-90 deleted under s 22(1)(a)(ii)