1. In May 2021, an independent review of the *Industrial Relations Act 2016* (IR Act) was announced by Honourable Anastasia Palaszczuk, Premier and Minister for the Olympics, and the Honourable Grace Grace, Minister for Education, Minister for Industrial Relations and Minister for Racing.
2. In late June 2021 the two independent reviewers, Mr John Thompson and Ms Linda Lavarch, commenced the review. On 25 October 2021, the reviewers provided their report, the *Five-Year Review of Queensland’s* *Industrial Relations Act 2016 – Final Report* (the Review Report) to Minister Grace.
3. The Review Report makes 40 recommendations which focus on improving protections for sexual harassment and sex and gender-based harassment, ensuring the integrity and effective operation of registered organisations in Queensland’s industrial relations system, and updating minimum standards, apprentices, job security and collective bargaining to better reflect prevailing standards and evolving community expectations.
4. The Government accepted 36 of the Review Report’s recommendations in full and four   
   in-principle, of which 31 are for legislative amendment in the first instance.
5. The Industrial Relations and Other Legislation Amendment Bill 2022 (the Bill) amends the *Industrial Relations Act 2016* to give effect to the 31 accepted recommendations for legislative response including key measures to:

* strengthen protections against workplace sexual harassment;
* promote the primacy of registered organisations by providing a scheme whereby industrial organisations can seek and provide representation rights for employees and employers;
* ensure that employees covered by the IR Act have access to prevailing employment standards;
* introduce a jurisdiction to provide for minimum entitlements and conditions for independent courier drivers; and
* address redundant and superfluous provisions identified by the Review Report including historical Queensland Health (QH) overpayment provisions.

1. In addition, the Bill also make consequential and complementary amendments to the *Associations Incorporation Act 1981*, the *Anti-Discrimination Act 1991* and the *Public Trustee Act 1978*.
2. Cabinet approved introduction of Industrial Relations and Other Legislation Amendment Bill 2022 into the Legislative Assembly.
3. *Attachments*:

* [Industrial Relations and Other Legislation Amendment Bill 2022](https://dpcqld.sharepoint.com/sites/DPC-CABINETSERVICES/Shared%20Documents/General/Proactive%20Release/ToBeProcessed/2022/Jun/IROLAB/Attachments/Bill.PDF)
* [Explanatory Notes](https://dpcqld.sharepoint.com/sites/DPC-CABINETSERVICES/Shared%20Documents/General/Proactive%20Release/ToBeProcessed/2022/Jun/IROLAB/Attachments/ExNotes.PDF)
* [Human Rights Statement of Compatibility](https://dpcqld.sharepoint.com/sites/DPC-CABINETSERVICES/Shared%20Documents/General/Proactive%20Release/ToBeProcessed/2022/Jun/IROLAB/Attachments/SoC.PDF)