



# Budget Submission

Tasmanian Government Budget 2025-26

---

---

Per Jessica Munday, Secretary

Unions Tasmania

212 Liverpool Street, Hobart

---

## **1. Introduction**

- 1.1. In mid-November 2024, the Tasmanian Government called for submissions in the 2025-26 Tasmanian Budget Community Consultation process. Unions Tasmania is pleased to make this submission outlining Budget priorities and recommendations on behalf of working Tasmanians.
- 1.2. Unions Tasmania has a long and proud history of advocating for working people in Tasmania. Initially established as the Trades and Labor Council of Hobart in 1883, and now operating as Unions Tasmania, there is no other Tasmanian peak body dedicated to giving a voice to working people. For more than 140 years, Unions Tasmania has been advocating for the improvement of wages, conditions, safety and living standards for working Tasmanians and their families.
- 1.3. Unions Tasmania represents our affiliate unions who comprise approximately 50,000 members across our state. We represent workers across industry, in the private and public sector, in workplaces large and small. Unions Tasmania is also the local branch of the Australian Council of Trade Unions (ACTU).
- 1.4. Our key message to the Tasmanian Government is simple. Tasmanians need a government that is proudly pro-worker. Tasmanians need wages that compete in a national market, to be able to afford to live here, and to fix the recruitment and retention crisis across the Tasmanian State Service (TSS). The Tasmanian Government can and should play a significant role in lifting the wages of Tasmanians, through both its direct role as our state's largest employer, and its policy signals to the private sector.
- 1.5. This submission will focus on wages, conditions, workplace safety, and how building a workforce with well paid, secure jobs is better for Tasmania's community and our economy. We also express our support of the detailed submissions made by our affiliates, including the Australian Education Union and the Australia Nursing and Midwifery Federation, related to their sectors.

## **2. Tasmania has a cost-of-living and a wages crisis**

- 2.1. The Tasmanian Government cannot escape the reality that the cost-of-living crisis Tasmanians are currently facing is a wages crisis, partly of their own making, through years of wage suppression and wage caps. Cost-of-living relief for Tasmanians that focuses on short term measures, rather than long term structural pay rises, will only be marginally effective.

- 2.2. Like other parts of Australia, in Tasmania high inflation combined with low wage growth means rampant cost-of-living pressure on community members and families.
- 2.3. But unlike other parts of Australia, Tasmanians face an unfair and persistent mainland wage gap, running at an average of \$212.60 per week, or \$11,055 per annum (Australian Bureau of Statistics, 2024). This is a significant annual shortfall, and particularly difficult to bear in a cost-of-living crisis.
- 2.4. Anglicare Tasmania's recent *Stretched Too Far* report finds that now, even dual-income households in Tasmania are struggling to make ends meet (Cope, 2024). An extra \$200 could be helping Tasmanians put food on the table every week or cover any number of non-discretionary expenses.
- 2.5. The wage gap is not explained simply by differing industry composition between the states. Nor can it rightly be justified as a trade-off for living in Tasmania. Too many employers come to the table with outdated ideas that it is somehow cheaper to live here or point to wages policy of State Government as a guide.
- 2.6. Workers in union have fought and won pay parity with their mainland counterparts performing the same job, sometimes with the same employer, but not for the same pay. This year we have celebrated the success of workers whose collective action is closing the mainland pay gap one workplace or one profession at a time, like the Saputo workers in Burnie, Metro Tasmania workers across the state, or allied health workers in the Tasmanian Health Service winning market allowances.
- 2.7. We hear regularly from our members that they are tired of being paid less in Tasmania for doing jobs that are better remunerated in mainland states. This sentiment is widely felt, and combined with dwindling access to services, is reflected in the growing trend of workers leaving the state, particularly young, working age families and their children (Denny, 2024).
- 2.8. In August this year, the Tasmanian parliament rightly expressed its unanimous support for striking workers at Saputo Dairy Burnie to be paid the same as their colleagues on mainland Saputo sites. Public support from our leaders for Tasmanians to get a fair go with equal pay to mainland workers is laudable and speaks to a simple truth: a worker is not worth 'less' just because they live in Tasmania.

- 2.9. Job insecurity and wage theft remain significant factors that exacerbate and reinforce low Tasmanian wages, and that the Tasmanian Government can take action to support these problems in being addressed.
- 2.10. Almost one in three Tasmanians are in some form of insecure work (casual, gig economy, or contract). Contrary to assumptions that casual workers receive extra pay to offset their lack of access to other benefits and entitlements that secure work brings, there is abundant research, including that of The Australia Institute, that median wages and weekly earnings are lower for casual workers than for those with job security (Stanford, 2021).
- 2.11. Every dollar a worker earns should go into their pocket. Not only is this a legal right, but ensuring workers are paid what they're owed would also help them meet cost of living challenges. Yet the McKell Institute's research points to 23,833 workers missing out on approximately \$14.56 million in stolen wages every year in Tasmania (Thistleton, 2023). Unions Tasmania continues to field queries from the community about their wage theft experiences.
- 2.12. We commend the Federal Government for moving to legislate wage theft at the national level through their Closing the Loopholes legislation. We will continue to monitor progress in this area as the legislation comes into effect and make representations to the Tasmanian Government on changes in our jurisdiction as required.

**2.13. Unions Tasmania recommends that the Tasmanian Government:**

- 2.13.1. Builds specific consideration of outcomes such as income and job security for Tasmanian workers into its economic development planning.
- 2.13.2. Set a target of growing Tasmanian wages to a level at or above the national average.
- 2.13.3. Invest funding of \$300,000 for Unions Tasmania to establish a Worker Support Centre to assist workers with particular vulnerabilities, such as young workers, migrant workers, and casual workers, to understand and enforce their workplace rights.
- 2.13.4. Funds and conducts an ethical supply chain audit of all state procurement, to identify where obligations to workers are not being met, including but not limited to wage theft, and uses this to inform future government policy.
- 2.13.5. Set a procurement policy that includes wage outcomes as a measure.

### 3. Tasmania's Public Sector

3.1. Our community is further suffering because of a recruitment and retention crisis right across the Tasmanian public sector with many occupations and roles paid below those working in mainland states, making it harder to work as a public servant in Tasmania and afford basic living costs like housing, transport and food, and a lack of career pathways, particularly for younger workers.

3.2. The *Falling Behind* report in September shows clearly the broader consequences of the Tasmanian government's wage austerity, finding the fastest public sector vacancy growth in the country, depressed starting salaries for graduates and crumbling public services due brought about by chronic vacancies (Douglass, 2024).

3.3. Conversely, the Government is outsourcing public sector roles at a rate of knots and is spending more money than it would cost to pay wages to directly employed staff. In the September quarter data released a week prior to lodging this submission, Tasmania's health budget was \$30.7 million overspent, on locums and agency nurses (Inglis, 2024). Outsourcing of public services is not confined to health, but worryingly is accelerating across the state service (Unions Tasmania, 2024). Directly employing workers into secure jobs with competitive pay could deliver budget savings.

3.4. It is time for the Tasmanian Government to use its employment activity to lift direct wages, as well as delivering the essential services Tasmanians need to fully participate in the economy and community.

#### **3.5. With respect to the public sector, Unions Tasmania recommends that the Tasmanian Government:**

3.5.1. In consultation with unions, develop and fund pay structures and incentive, that ensure State Service workers, including but not limited to child safety, social workers and speech pathologists, are paid comparable rates with mainland counterparts.

3.5.2. In consultation with unions, develop a youth employment and workforce development strategy, with a particular focus on entry level roles through traineeships, apprenticeships and graduate programs, with a focus on Parks & Wildlife Service, Service Tasmania, schools and health services, to create opportunities in regional areas of Tasmania.

- 3.5.3. Fund and implement a housing construction scheme, targeted to provide housing for Tasmanian essential and regional workers, close to the places that our community needs them to work.
- 3.5.4. End the cruel practice of standing down support staff, such as teacher assistants and education support personnel, in our public schools and ensure they are paid a full salary for 52 weeks of the year.
- 3.5.5. Return TasTAFE to the state system, recognising the move to the national system has been a failure for workers and students.
- 3.5.6. Prioritise budget investment to address the public sector workload, resourcing and pay issues that unions consistently raise with the Tasmanian Government, including mainland pay parity. This investment should be made in the direct employment of public service workers, with no outsourcing or privatisation.
- 3.5.7. Insource all cleaning and security services that are delivered to the State Service via outsourced providers.

#### **4. Labour Hire Regulation**

4.1. Numerous dodgy practices have been identified within labour hire companies (Department of Employment and Workplace Relations, 2023) such as underpayment, unlawful deductions, sham contracting, money laundering, migration fraud and issues with workplace safety. In Tasmania, we have also seen lower median hourly earnings for labour-hire workers than in other states (Unions Tasmania and the Australian Council of Trade Unions, 2021). Labour hire licensing and regulation schemes have been implemented in Queensland, the ACT, Victoria, South Australia and Western Australia, and Unions Tasmania has advocated for some years that Tasmania should also move in this direction.

4.2. We note that Workplace Relations Ministers are now working towards a harmonised national labour hire licensing scheme, and funds have been allocated to develop the scheme in the 2024 MYEFO (The Commonwealth of Australia, 2024). Unions Tasmania supports this approach as we believe it will deliver administrative efficiency and consistency, as well as better outcomes for workers.

4.3. An insidious wage cutting loophole was closed recently in national legislation for the use of labour hire, meaning that large employers can no longer use labour hire to undercut normal wages at a given workplace. However, Tasmanian state government workplaces are not captured in this legislation, meaning that labour hire workers used by the state government could still be subject to lower wages than their directly employed workmates. Implementing a harmonised regulation model for labour hire is also an opportunity to address this coverage gap for Tasmanian workers.

**4.4. Unions Tasmania recommends that the Tasmanian Government:**

4.4.1. Affirm its commitment to a harmonised national model for labour hire licensing, and work with the federal government and other jurisdictions to implement the national scheme.

**5. Portable long service leave**

5.1. Thousands of Tasmanian workers are not able to accrue Long Service Leave despite their continued commitment to work, due to the contract and short-term, insecure nature of work in certain sectors, particularly in community services, disability and aged care, contract cleaning, facilities maintenance and security.

5.2. This contributes to income inequality and affects the well-being of people working in often physically demanding sectors over long periods of time, by denying them the opportunity to take paid long service leave.

5.3. Tasmanian unions have long advocated for the creation of a Tasmanian scheme for portable long service leave covering these sectors. This would make a significant impact on the economic security of some of Tasmania's lowest paid working people and there is substantial engagement and support for this from Tasmanian workers.

**5.4. Unions Tasmania recommends that the Tasmanian Government:**

5.4.1. Establish a portable long service leave scheme, similar to that in the construction industry, for community services, cleaning and security, and other contracting sectors.

## **6. Privatisation**

- 6.1. In November the Tasmanian Government released a surprising draft plan to review not only the governance of Government Business Enterprises (GBEs) and State-Owned Companies (SOCs), but also a self-generated question of whether to privatise the public services they provide to Tasmanians, with an inadequate public consultation period of just a few short weeks, and an agenda to legislate sweeping reforms in 2025 (Department of Treasury and Finance, Tasmania, 2024).
- 6.2. Privatisation of public services has proven time and again to fail the public on cost and accessibility of services. Unions Tasmania supports the retention of public services in public hands, and the insourcing of previously outsourced public services. We also support improvements to governance of the organisations under review, including the addition of a worker representative voice at a board level.
- 6.3. Unions Tasmania has made a separate submission to the Review of Government Business Enterprises (GBEs) and State-Owned Companies (SOCs) concurrently with this state budget consultation process, which further details our response to the Government's draft report (Unions Tasmania, 2024). The recommendations contained within that submission are directly relevant to the state budget. We therefore submit the same recommendation to here.

### **6.4. With respect to GBEs and SOCs:**

- 6.4.1. Unions Tasmania does not support the proposed three-way merger of TasPorts, TT-Line, and TasRail.
- 6.4.2. Unions Tasmania supports (in principle) improved governance of GBEs and SOCs, expanded performance monitoring, and strengthening the ability of Government to rectify poor performance (subject to further scrutiny of any detailed legislation or policy).
- 6.4.3. In addition to the governance reforms proposed, Unions Tasmania proposes the inclusion of dedicated worker representative positions on the boards of GBEs and SOCs to ensure that workers' voices are considered in decision making.
- 6.4.4. Unions Tasmania proposes that both collectively and individually, performance metrics for the CEOs and Executives of GBEs and SOC are inclusive of indicators relating to workplace culture, work health and safety, and employee engagement and that these measures and performance against them are publicly available.



- 6.4.5. Unions Tasmania proposes that the governance reforms are progressed as a priority and separate from the issue of public ownership and potential divestiture of any GBE or SOC.
- 6.4.6. Unions Tasmania proposes that the assessment of the appropriateness (or otherwise) of public ownership of GBEs and SOCs cannot be made collectively but needs to involve an individual assessment of each GBE and SOC with adequate time for consultation with the community, workers, and other stakeholders.
- 6.4.7. Unions Tasmania proposes that the following principles should underpin Government ownership of businesses:
- Where an essential service is necessary for sustaining human life
  - Where a natural monopoly or duopoly exists
  - Where universal access to a free or affordable service may be put at risk by private ownership
  - To protect Tasmania’s natural and unique heritage for future generations.
- 6.4.8. Unions Tasmania proposes the insourcing of all cleaning and security work currently delivered by outsourced providers in the Tasmanian State Service and insourcing all jobs in the Advice and Referral Line (ARL) in Child Safety Services.
- 6.4.9. Unions Tasmania proposes that any review into the entire Government business portfolio must examine alternative options to divesting and restructuring and include the option of insourcing the service back to the public sector.

## **7. Local Government**

7.1. This past year has been another difficult one for workers in local government who have watched as their futures have continued to be debated in the future of local government review.

7.2. The union representing local government workers, the Australian Services Union (ASU), has worked to ensure that their members' voices are heard through a process that has generally sought to limit the opportunity for workers themselves to provide genuine input.

7.3. Workers have consistently raised concerns that the Local Government Review (Department of Premier and Cabinet, 2023) identifies skills shortages, wage

disparity between councils, and related employment issues but is silent on how Council amalgamations would actually fix those problems.

7.4. We note that forced amalgamations were ruled out by the Government in 2023, but the recent *Tasmanian Government Response to the Future of Local Government Review Final Report and Recommendations* (Office of Local Government, DPAC, 2024) proposes a reduced number of Councils, continuing the ongoing uncertainty for the over 3,000 workers that currently work across Tasmania's local government sector. The rejection by the government of community elector polls on mergers and the comments about supporting structural reform and voluntary mergers results in continued uncertainty.

7.5. Local government jobs are the heart of our communities. In regional and rural communities, these jobs are critical to a municipality's ongoing viability. They provide diverse job roles and pathways for work that would not exist otherwise. Councils provides jobs in areas like early childhood education, sport facilities, and postal services when other levels of Government have exited the market. Local government workers should be supported by the State Government to continue their vital work.

#### **7.6. Unions Tasmania recommends that the Tasmanian Government:**

- 7.6.1. Rule out centralised services in addition to not forcing amalgamations as a principle of any future change and support community votes in each affected council area on any merger proposals.
- 7.6.2. Ensure the views of workers and their representatives are genuinely sought and considered in any change proposals with a bona fide opportunity to influence final decisions.
- 7.6.3. Commit to implementing a Fair Jobs Code, in consultation with the ASU, that sets the standards and objectives for employment in local government with a focus on direct, secure, well-paid jobs and delivers value for ratepayers and exceptional community services.

## **8. Women**

8.1. Unions Tasmania recognises that to make real progress towards gender equality across our community and in our economy requires system-wide change and action across all levels of government, but that change won't occur without leadership including from the Tasmania Government. We continue to advocate

for a coordinated, transparent and accountable approach to ending gender inequity.

- 8.2. Women working in the State Service continue to face an ad-hoc, reactive, complaints-based process that puts the onus on individual workers to fix gendered violence and discrimination that they experience at work when what is required is a proactive, preventative model where employers have a positive duty to take reasonable and proportionate measures to eliminate gendered violence at work.
- 8.3. New regulations for psychosocial hazards, which includes sexual harassment, sex-based harassment, and discrimination, came into effect in Tasmania in December 2022. Despite these regulations making it clear that employers must treat psychosocial hazards the same as physical hazards, public sector unions report there has been little to no consultation with them on updating and reforming much needed responses to addressing these hazards in the State Service.
- 8.4. Workers at a Federal level now have access to the Fair Work Commission who can issue stop bullying and stop sexual harassment orders. The Tasmanian Industrial Commission has no such power.
- 8.5. Unions are still not invited into inductions for ministerial or parliamentary staff even though the *Motion for Respect* report (Equal Opportunity Tasmania, 2022) highlights the disadvantage that workers face if they are not aware of their rights at work or how to enforce them. Unions are critical to ensuring workers have a confidential access point for specialist advice on their workplace rights and conditions.
- 8.6. The State Government should lead on transparency around women's pay, gender pay gaps, setting targets for gender equity, and public reporting on progress.
- 8.7. A Tasmanian Gender Equality Act and Commissioner will make a powerful, practical impact in our State. The *Preventing sexual harassment & promoting gender equality in Tasmanian workplaces* report (Unions Tasmania, 2021) advocates for the creation of a Tasmanian Gender Equality Act and Commissioner. This would harness the Tasmanian Government's substantial employment and procurement reach to drive positive change in our State. A similar Act and Commissioner have been established in Victoria and provide a useful model for our State, as set out in our report.

8.8. The Federal Government has recognised the need for further work to eliminate barriers to workplace gender equity and allocated funding to state and territory trades and labour councils and business groups, for workplace and industry-level initiatives aimed at creating more inclusive workplaces (Department of Employment and Workplace Relations, 2024). The Tasmanian Government should also contribute to this important initiative.

### **8.9. Unions Tasmania recommends that the Tasmanian Government:**

- 8.9.1. Work together with unions and other relevant stakeholders to introduce legislative change to enable the Tasmanian Industrial Commission to issue stop sexual harassment and stop bullying orders, and to implement gender equity measures that have been introduced into federal legislation.
- 8.9.2. Include union representatives in all parliamentary and ministerial workplace inductions.
- 8.9.3. Set targets for gender equity in the public sector and publicly report on progress every year.
- 8.9.4. Commit to reporting to the Workplace Gender Equality Agency.
- 8.9.5. Appropriately resource education, in consultation with public sector unions, to uplift knowledge around psychosocial hazard reporting and regulation in the State Service.
- 8.9.6. Legislate for a Tasmanian Gender Equality Act and Commissioner.
- 8.9.7. Invest funding of \$250,000 for the establishment of a Working Women's Centre within Unions Tasmania.

## **9. Work Health and Safety (WHS)**

9.1. In the area of work health and safety, this submission is focussed on measures to strengthen the WorkSafe Tasmania inspectorate, keep WHS laws up to date, and support workers who may be exposed to dust diseases, particularly those caused by exposure to silica.

### **9.2. Strengthening the inspectorate**

9.3. In 2023, 8,177 Tasmanian workers claimed workers compensation for an injury or illness related to their job (WorkCover Tasmania Board, 2024, p. 32). Worryingly, this represents a jump of more than 1,000 from the previous year (WorkCover Tasmania Board, 2023, p. 22). Every worker deserves to come home safely.

- 9.4. Unions know that the number of workers compensation claims or fatalities doesn't tell us the complete picture of how unsafe our workplaces truly are. They do not include for example suicides of first responders or diseases that eventually took a worker's life because of the job they did.
- 9.5. It remains vitally important that WorkSafe Tasmania employs enough inspectors to enforce safety laws across the state. Unions Tasmania remains of the view that there are too few inspectors to adequately cover Tasmanian workplaces. The WorkSafe Inspectorate were under-resourced before Tasmania started experiencing a rise in mental health injuries and a growing number of workers contracting silicosis from deadly engineered stone. These additional safety risks, and the new offence of industrial manslaughter point to an even greater need for additional resourcing.
- 9.6. Attracting more inspectors, however, will be limited while their salaries remain uncompetitive. Unions Tasmania receives consistent feedback that attracting the right people, with industry experience, will require a remuneration review and an increase in the salary rates for inspectors. We would support this move as our affiliated unions raise regular concerns that WorkSafe Tasmania has lost critical industry specialisation vital to ensuring safety on the ground, particularly in areas of high-risk work.

### **9.7. Deadly dust**

- 9.8. Silicosis is a deadly, incurable and entirely preventable lung condition developed from breathing silica dust. Cases of silicosis are growing across the country and in Tasmania. This increase in silicosis amongst workers in industries particularly stonemasonry, manufacturing, construction, mining, and quarrying have recently led to the Federal Government banning the use of engineered stone. But more needs to be done.
- 9.9. Tasmania has experienced significant growth in the number of workers compensation claims for silicosis. There are 13 accepted silicosis claims in Tasmania. Three (3) are from years prior to 1997, one (1) is from 2011, and the remaining nine (9) have all occurred from 2018 onwards (Scyne Advisory, 2024).

9.10. In February 2022, a Tasmanian engineered stone business was fined half a million dollars for failing to keep their workers safe from silica dust, with three workers contracting the disease. Despite these indicators and statistics, we still do not understand the scale of the problem or the number of Tasmanian workers who may unknowingly have the disease.

9.11. The use of engineered stone has been banned in Australia from 1 July this year. Health monitoring is required for workers who may be exposed to crystalline silica during their course of their work in Tasmania.

### **9.12. Keeping WHS laws up to date**

9.13. Last year the Tasmanian Government introduced a Bill to update the *Work Health and Safety Act 2012 (Tas)* (the Act) to maintain harmonisation with national model WHS laws. The Bill lapsed when the early election was called and has yet to be re-tabled. It was disturbing to learn in Legislative Council Estimates recently that no work has been done to progress the bill any aspects of the bill and that a further two tranches of updates now banked up behind it, potentially to be delayed until mid-2025. We urge the Tasmanian Government to bring the Act up to date without any further delay.

9.14. Unions Tasmania recognises that discrimination in all forms intersects with workplace issues and experiences. We note that gender discrimination is well recognised as a significant driver of differing workplace safety outcomes. This submission contains further work health and safety recommendations under the section titled Women, that seek to ensure all workers in Tasmania benefit from recent national WHS improvements.

### **9.15. Unions Tasmania recommends that the Tasmanian Government:**

- 9.15.1. Increases the staffing of WorkSafe Tasmania, to increase the number of inspectors overall, as well as to ensure that inspectors with industry-specific expertise are in place.
- 9.15.2. Consults with the Community and Public Sector Union (CPSU-SPSFT) on a review of the pay structure within WorkSafe Tasmania and allocates appropriate funding to increase remuneration. In the interim, apply a market rate of 20% to assist with retention of existing and newly recruited inspectors.
- 9.15.3. Progress without further delay the three tranches of overdue updates to maintain harmonisation of the *Work Health and Safety Act, 2012 (Tas)* with national model laws.

- 9.15.4. To address the rise in silica related disease, support comprehensive health screening for workers in high-risk industries, increased regulatory activity, increased education of Health and Safety Representatives and consideration of appropriate legislative change, including whether to expand the *Asbestos-Related Disease (Occupational Exposure) Compensation Act 2011* (Tas) to include silicosis.

## **7. Climate Change and Economic Transition**

- 7.1. The impacts of a changing climate are already being experienced by Tasmanian workers and their families. All of us are impacted by the planet becoming less habitable and safe with more frequent disasters and extreme heat. Working people are at the front lines of the climate crisis – from firefighters, first responders, health care workers, emergency services, electricians, and workers whose jobs are wrecked by a climate worsened by drought, fire, and flood.
- 7.2. Unions Tasmania laments that the climate change discourse often seeks to pit workers and those who want action on climate change against each other. This appears to be cynical politics employed by those whose only care for workers is weaponising a debate for their own political advantage. There does not have to be a fight between jobs and climate action. We can and must have both.
- 7.3. Unions Tasmania continues to advocate for a tripartite government-union-business transition authority at the state level, to manage change and plan for the jobs of the future.
- 7.4. We need long-term career planning for a publicly owned renewable energy future. We need to do more, particularly in new local manufacturing jobs to build renewable energy components, new industrial processes for making green hydrogen, and green steel. We can and should focus on ensuring those jobs that come with new and developing industries are good, secure jobs that allow workers to build a good life in Tasmania, while also delivering positive benefits for the environment.

7.5. Targeted research is needed to develop an understanding of climate impacts as experienced by workers across Tasmania, to inform climate and energy policy. This research should be worker-centred and establish an evidence base for policy making that prioritises the creation of safe, well-paid, and secure Tasmanian jobs.

**7.6. Unions Tasmania recommends that the Tasmanian Government:**

7.6.1. Allocate funds (\$50,000) for a targeted research project to establish climate impacts on Tasmanian workers and the needs of Tasmanian workers, to form an evidence base for policy making about renewables, climate, and future industries. This research should be coordinated by Unions Tasmania.

7.6.2. Reviews the Climate Change (State Action) Act 2008 and commits to a tripartite planning process, with a transition authority comprising the Tasmanian Government, Unions Tasmania and employer representatives. This process should be focussed on:

- Transforming Tasmania into a global renewable energy powerhouse, with a jobs and industry plan to make it work for Tasmanians.
- Delivering affordable electricity to serve the Tasmanian community; and
- Growing the Tasmanian economy and creating secure, well-paid jobs.

7.6.3. Establishes and resources a program of conditional co-investment in strategic industry sectors, that involves strong consultation with workers and the community, and that seeks to maximise social, environmental and other long-term benefits to Tasmania.



## References

- Australian Bureau of Statistics. (2024, May). *Average Weekly Earnings*. Retrieved December 2024, from ABS Website: <https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/average-weekly-earnings-australia/latest-release>
- Cope, K. (2024). *Stretched Too Far: Children and families surviving the cost-of-living crisis in Tasmania*. SOCIAL ACTION & RESEARCH CENTRE. nipaluna / Hobart: Anglicare Tasmania. Retrieved December 11, 2024, from <https://www.anglicare-tas.org.au/research/stretched-too-far-children-and-families-surviving-the-cost-of-living-crisis-in-tasmania/>
- Denny, L. (2024). *Leaving Tasmania*. Dr Lisa Denny, Workforce Demographer.
- Department of Employment and Workplace Relations. (2023). *National Labour Hire Regulation: Towards a single national scheme*. Australian Government. Retrieved December 17, 2024, from <https://www.dewr.gov.au/download/15393/national-labour-hire-regulation-consultation-paper/33232/national-labour-hire-regulation-consultation-paper/pdf>
- Department of Employment and Workplace Relations. (2024, December). *Joint Media Release Senator the Hon Katy Gallagher and Senator the Hon Murray Watt - Pilot program to drive gender equality in Australian workplaces*. Retrieved December 20, 2024, from <https://ministers.dewr.gov.au/gallagher/pilot-program-drive-gender-equality-australian-workplaces#:~:text=Workplace%20and%20industry%2Dlevel%20initiatives,of%20the%20workplace%20relations%20system.>
- Department of Premier and Cabinet. (2023). *The Future of Local Government Review: Final Report*. Tasmanian Government. Retrieved December 2024, from <https://www.futurelocal.tas.gov.au/wp-content/uploads/2023/11/The-Future-of-Local-Government-Review-Final-Report.pdf>
- Department of Treasury and Finance, Tasmania. (2024). *Government Business Governance Reform Draft Plan*. Department of Treasury and Finance, Tasmania. Retrieved December 17, 2024, from <https://www.treasury.tas.gov.au/Documents/Government%20Business%20Governance%20Reform%20-%20Draft%20Plan.pdf>
- Douglass, M. (2024). *Falling Behind: The Crisis in Tasmanian Public Sector*. The McKell Institute. Retrieved December 17, 2024, from <https://www.unionstas.com.au/media/w2onqjpr/falling-behind-02-september.pdf>
- Equal Opportunity Tasmania. (2022). *Motion for Respect: Report into Workplace Culture in the Tasmanian Ministerial and Parliamentary Services - Full Report*. Retrieved December 17, 2024, from [https://www.equalopportunity.tas.gov.au/\\_\\_data/assets/pdf\\_file/0006/673818/2022-Motion-for-Respect-Full-Reportaccessible.pdf](https://www.equalopportunity.tas.gov.au/__data/assets/pdf_file/0006/673818/2022-Motion-for-Respect-Full-Reportaccessible.pdf)
- Inglis, R. (2024, December 16). State's worsening budget position 'disaster in making'. *The Mercury Newspaper*. Retrieved from <https://www.themercury.com.au/news/tasmania/tasmanian-chamber-of-commerce-and-industry-states-worsening-budget-position-disaster-in-making/news-story/c2b719bb1436f816c5114d401bae0be7>
- Office of Local Government, DPAC. (2024). *Tasmanian Government Response to the Future of Local Government Review Final Report*. Department of Premier and Cabinet.
- Scyne Advisory. (2024). *WorkCover Tasmania Suggested Industry Premium Rates for 2024/25*. Retrieved December 19, 2024, from

[https://worksafe.tas.gov.au/\\_\\_data/assets/pdf\\_file/0004/545773/Suggested-Premium-Rates-Full-report-2024-25.pdf](https://worksafe.tas.gov.au/__data/assets/pdf_file/0004/545773/Suggested-Premium-Rates-Full-report-2024-25.pdf)

Stanford, J. (2021). *Shock Troops of the Pandemic: Casual and Insecure Work in COVID and Beyond*. The Australia Institute: Centre for Future Work. Retrieved from <https://australiainstitute.org.au/wp-content/uploads/2021/10/Shock-Troops-of-the-Pa>

The Commonwealth of Australia. (2024). *Budget 2024-25: Mid-Year Economic and Fiscal Outlook*. Commonwealth of Australia. Retrieved December 18, 2024, from <https://budget.gov.au/content/myefo/download/myefo2024-25.pdf>

Thistleton, R. (2023). *Unfinished Business: The ongoing battle against wage theft*. The McKell Institute. Retrieved December 19, 2024, from <https://mckellinstitute.org.au/wp-content/uploads/2023/08/McKell%E2%80%94Unfinished-Business-2023.pdf>

Unions Tasmania. (2021). *Preventing sexual harassment & promoting gender equality in Tasmanian workplaces*. nipaluna / Hobart: Unions Tasmania. Retrieved December 16, 2024, from <https://www.unionstas.com.au/media/paxlqhfhf/preventing-sexual-harassment-and-promoting-gender-equality-in-tasmanian-workplaces.pdf>

Unions Tasmania. (2024, December). *Government Business Governance Reform Submission*. Retrieved December 19, 2024, from Published - <https://www.unionstas.com.au/media/yatbuv2q/ut-submission-government-business-governance-reform.pdf>

Unions Tasmania and the Australian Council of Trade Unions. (2021). *Spotlight on Job Insecurity and Wages: Tasmania*. Retrieved December 19, 2024, from [https://www.unionstas.com.au/media/2znbn0uy/spotlightjobinsecurityandwages\\_tas.pdf](https://www.unionstas.com.au/media/2znbn0uy/spotlightjobinsecurityandwages_tas.pdf)

WorkCover Tasmania Board. (2023). *WorkCover Tasmania Board Annual Report 2023*. Retrieved December 16, 2024, from [https://worksafe.tas.gov.au/\\_\\_data/assets/pdf\\_file/0006/731247/WorkCover-Tasmania-Board-Annual-Report-20222023\\_WEB.pdf](https://worksafe.tas.gov.au/__data/assets/pdf_file/0006/731247/WorkCover-Tasmania-Board-Annual-Report-20222023_WEB.pdf)

WorkCover Tasmania Board. (2024). *WorkCover Tasmania Board Annual Report 2024*. Annual Report. Retrieved December 16, 2024, from [https://worksafe.tas.gov.au/\\_\\_data/assets/pdf\\_file/0006/790494/WorkCover-Tasmania-Board-Annual-Report-2023-24.pdf](https://worksafe.tas.gov.au/__data/assets/pdf_file/0006/790494/WorkCover-Tasmania-Board-Annual-Report-2023-24.pdf)