

Inquiry into the Digital Transformation of Workplaces

Submission

June 2024



Introduction

The Australian Industry Group (Ai Group) welcomes the opportunity to make a submission to the House Standing Committee on Employment, Education and Training Inquiry into the rapid development and uptake of automated decision-making and machine learning techniques in the workplace - Inquiry into the Digital Transformation of Workplaces (Inquiry).

Ai Group is a peak national employer organisation representing traditional, innovative and emerging industry sectors. We have been acting on behalf of businesses across Australia for 150 years. Ai Group and partner organisations represent the interests of more than 60,000 businesses employing more than 1 million staff. Our membership includes businesses of all sizes, from large international companies operating in Australia and iconic Australian brands to family-run SMEs. Our members operate across a wide cross-section of the Australian economy and are linked to the broader economy through national and international supply chains.

Ai Group has represented Australian businesses as they have engaged with every major change in technologies and processes of work across our 150 years' history, including electrification, mechanisation, digitisation, the application of online and internet technologies and the internet of things (IoT). Increasing digitisation and the evolution of Artificial Intelligence are the latest major changes with potential impacts on the world of work in Australia and which have brought both positives and potential areas of adjustment in their implementation.

The changing technologies that are the focus of this inquiry are being used by many of our members for a range of functions including to enhance productivity, provide effective learning, improve worker safety, enhance worker experiences and to drive innovation. Having the capacity to seize and maximise these technologies is vital so our members can gain and maintain competitive advantage, and to ensure Australia is a competitive and productive place to do business in a rapidly changing world.

It is potentially useful for the Committee to inquire into and report on the rapid development and uptake of automated decision making and machine learning techniques in Australian workplaces. That inquiry and report should be by way of taking into account a balanced range of considerations, which we read as the intent behind the considerations set out in the terms of reference (**TOR**).

We ask the Committee to ensure it does not focus only on what might be perceived to be negative aspects of AI in the workplace as this will be at the expense of a more balanced assessment. The reality is that digital transformation is making and will continue to make significant and positive contributions to the workplace, including but not limited to by improving job quality, productivity and competitiveness.

Jobs are continuously changing, which will likely continue to be an integral part of digital transformation. This highlights the important role that skills development, including government support for foundation skills and lifelong learning, needs to play in achieving optimal outcomes.

The benefits for productivity, skills development, career progression and job creation in Australia

The integration of artificial intelligence (AI) tools in the workplace offers significant potential for enhancing productivity. Productivity is central to achieving sustainable economic and income growth, as well as maintaining and improving living standards and quality of life in Australia. Productivity supports higher wages and provides the opportunity to invest in essential services such as healthcare, education and infrastructure.

The need to halt flagging labour productivity is becoming increasingly important for Australian businesses as the uplift observed during the pandemic proved to be transitory.¹ Latest figures show that labour productivity went backwards in 2022-23, sinking to -2.86%.²

Ai Group's Industry Outlook 2024 found that business leaders are navigating a range of challenges – including economic uncertainty, ongoing supply-side challenges and weakening demand-side conditions. As they navigate their path over the next 12 months, CEOs are prioritising investments that lift productivity (such as staff training and improving business processes) over other growth-oriented investments options.³

Improving the prospects for productivity growth is a national imperative, and adopting AI and other emerging technologies will be a lever for achieving these ends. The potentially immense benefits of AI in boosting productivity are such that we cannot afford to overlook, disengage, or stifle it with unnecessary red tape. At the same time, responsible implementation of AI is important, along with effectively managing transitions that may occur including through government support for skills development, as discussed in the section that follows.

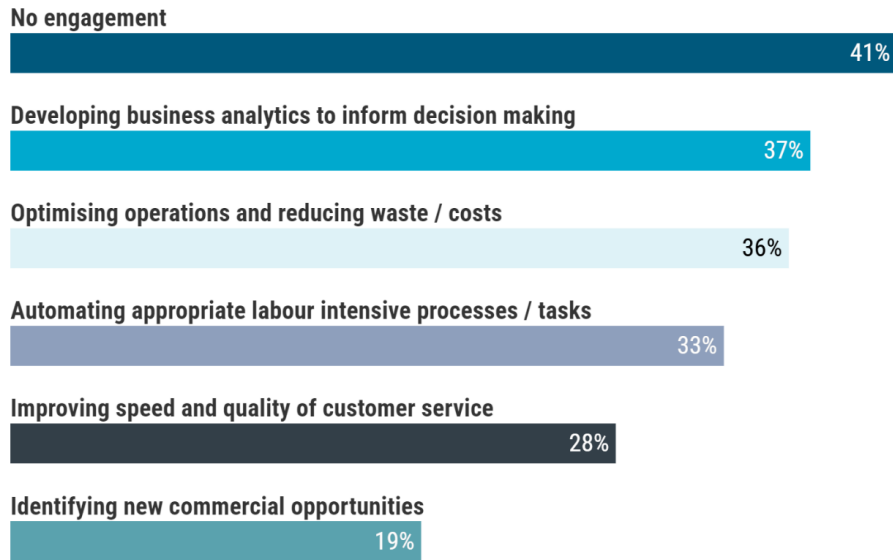
In the 2024 Skills and Workforce Development survey (see Chart 1 below), Ai Group found that businesses are utilising various ways to engage AI and automated decision-making tools to lift productivity. Over a third of businesses are looking to use AI tools to develop business analytics to inform decision making (37%), optimise their operations and reduce costs (36%) and automating labour-intensive processes / tasks (33%). A smaller share of businesses see opportunities for AI to improve the speed or quality of their customer service (28%) and identify new commercial opportunities (19%).

The research outlined in Chart 1 below also identifies that 41% of respondents are not yet engaging with AI. Our [research](#) also shows that small and medium size businesses are less likely to be engaging with AI than larger businesses. It should be noted that this question focuses on business strategy and AI, rather than informal use by individual employees.

As part of this research, we heard from several small businesses who cited that the pace of advancement and increasing the risk of obsolescence were in part driving their current reluctance to engage with AI. For these businesses, there was an intention to wait for further advancement and clarity before getting serious about their investment

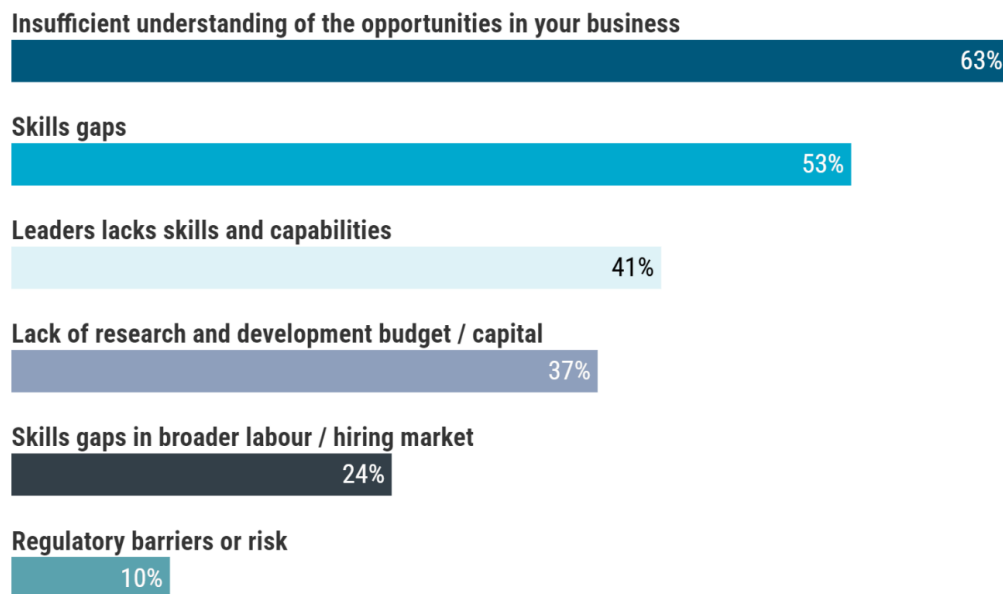
in the technology. Other small businesses who are under significant resourcing constraints are instead directing their attention and capital to priorities other than AI.

Chart 1: In what way is your business engaging with Artificial Intelligence?



The employers we surveyed also reported several barriers holding them back from doing more with these new technologies. The key being that there is insufficient understanding of the opportunities of AI in their businesses (63%), skills gaps (53%) and lacking leader’s skills and capabilities (41%).

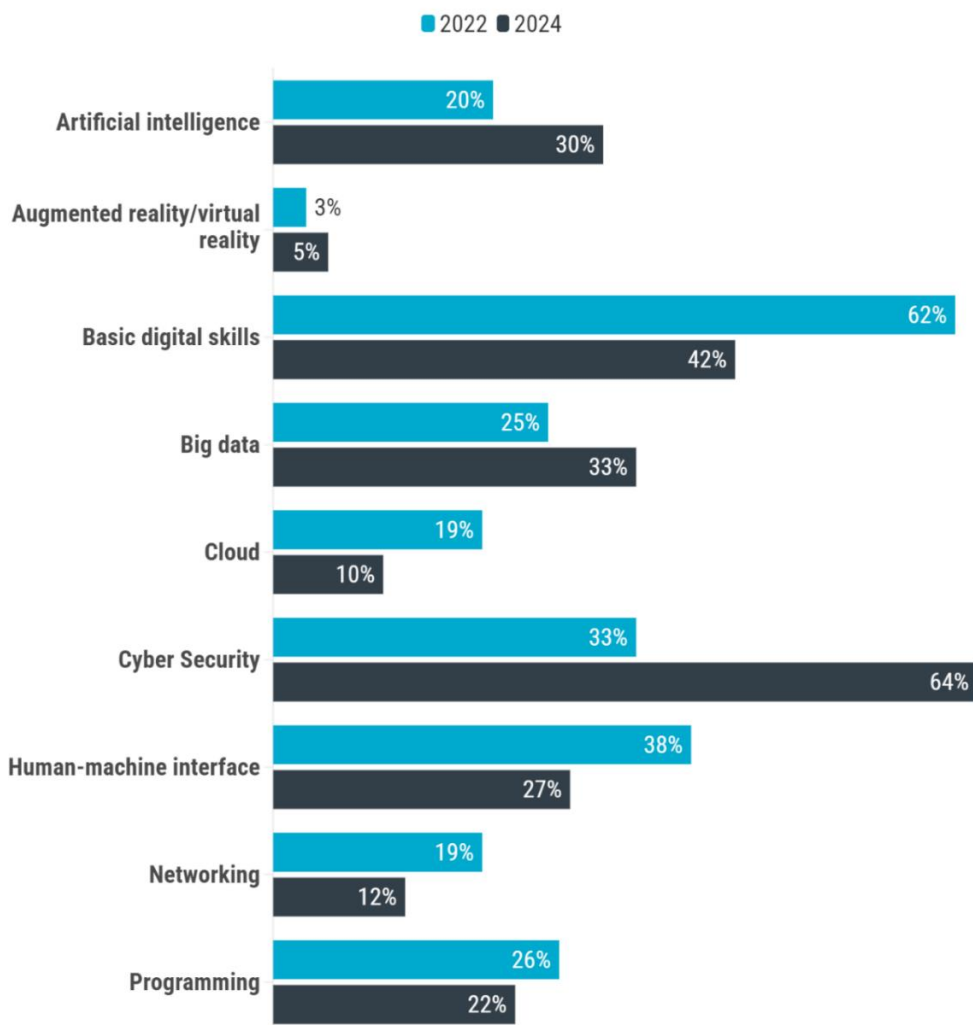
Chart 2: Barriers to further engagement with AI



Skills development

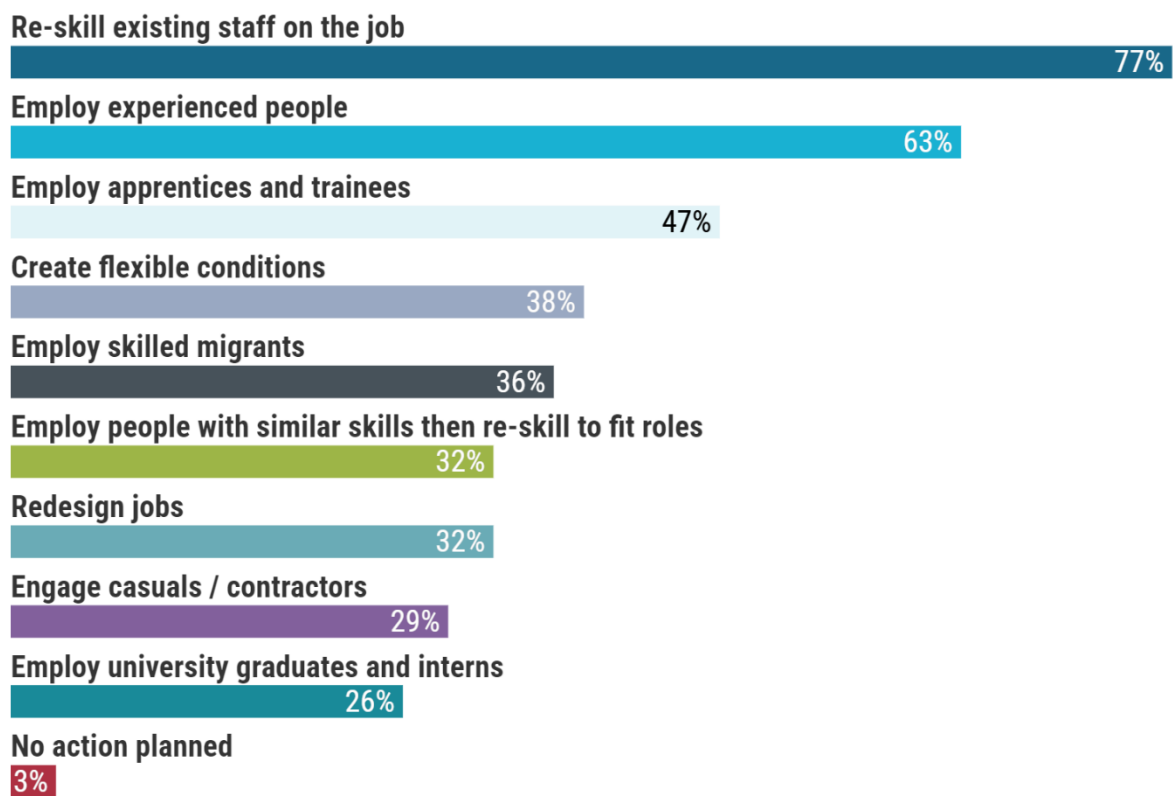
Reflecting the changing nature of technologies utilised in the workplace, employers are increasingly seeking workers with skills in digital technologies. The digital skill mix required for a productive workforce is changing and what was in high demand just two years ago is less intensely sought after as other skills emerge in their place. For example, while basic digital skills were a hotly in demand skill for 62% of the businesses we surveyed in 2022, Cyber Security has rapidly risen to take its place (see Chart 3 below). Likewise, skills in Artificial Intelligence and Big data have risen in importance while others like Networking, Programming and Cloud have fallen. The types and importance of these skills will likely continue to change and fluctuate as employers move through different stages of AI adoption, development, and implementation.

Chart 3: The digital capabilities businesses are needing in their business – 2022 vs 2024



In response to the rapidly changing business environment, many employers are on the front foot in developing the skills they need within their workforces. To meet their skill needs over the next 12 months, businesses surveyed in the Ai Group 2024 Skills and Workforce Survey reported that their top strategy will be to invest in training and development. As outlined in Chart 4 below, 77% of businesses intend to re-skilling existing employees to meet skills gaps. Employers are also looking at more innovative strategies like employing people with similar skills needed and re-skilling as required (32%) and redesigning jobs (32%). At the same time, 91% of businesses plan to maintain or increase their expenditure on training and development in the next 12 months – 44% plan to increase and just 4% will be cutting their spending.⁴ As discussed below, there is also an important role for government in supporting businesses and employees in training for the future.

Chart 4 – Strategies to meet skills and workforce needs

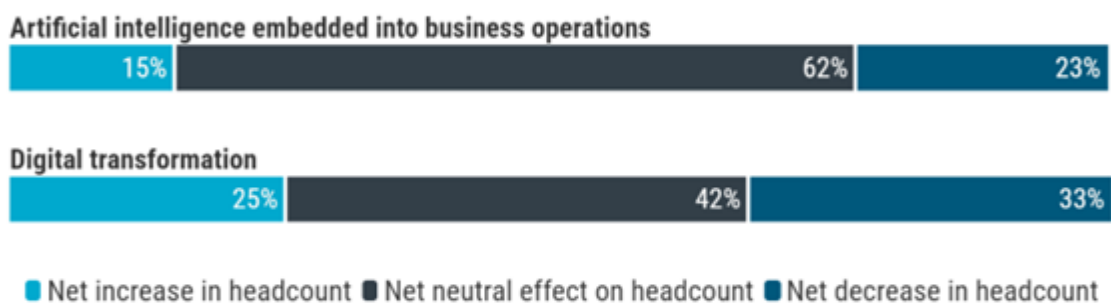


Managing transitions - job creation and skills development

Employment projections from organisations such as Jobs and Skills Australia continue to anticipate overall employment growth in Australia. For example, Victoria university employment projections for Jobs and Skills Australia anticipate that national employment will increase by 910,400 people (or 6.5%) over the five years from May 2023 to May 2028, and by 1,973,900 people (or 14.2%) over the ten years to May 2033.⁵

As with each new progression in technology, debates have intensified about the impact of AI. The debates are ongoing but range from concern that ‘robots and AI will take jobs’, to statements that the changes are overstated. Based on Ai Group’s Skills and Workforce 2024 survey, in these early stages most businesses we spoke to foresee that AI will have a neutral effect on headcount. For the surveyed cohort, the impact of AI embedded into business operations is expected to drive net increases in 15% of businesses we surveyed in March 2024, 62% of businesses expect to see a net neutral effect and 23% expect to be challenged by net decreases in headcount (See Chart 5).

Chart 5: Expected impact of AI and digital transformation on job creation



In research about the future of work and artificial intelligence, nuanced discussions talk of how some industries and occupations will change more than others. Others explore augmentation and automation resulting in changes to tasks and job requirements, including the evolution of new jobs.⁶ For example, an international review across countries and existing occupations concluded that for most occupations, the most important impact of the artificial intelligence is likely to be augmenting work, automating some tasks within an occupation while leaving time for other duties.⁷

Given the capacity for technologies to change the mix of tasks within job roles, an important consideration is how tasks are bundled up into jobs. This is likely to mean that new jobs continue to form, while others evolve, and some may decline. For policy makers, this ultimately points to the need for effective government strategies to assist with transitions should they occur. Doing so will be core to capturing the productivity and economic growth stemming from adoption of these new technologies.⁸

These strategies should include ensuring government skills funding enables upskilling and reskilling into areas in demand in the economy, good labour market information, and transition programs to help to maintain workforce employability, should they be required. Consideration could also be given to how federal government funding can

help maintain employability, for example funding an employment matching service so that employees could be retrained and recruited to roles and industries in need.

Capacity building through education, skills and training will continue to be critical for new entrants and existing workers. The education and training system needs to be able to rapidly develop the right blend of digital, interpersonal and generic skills to enable the workforce to successfully navigate modern workplaces.

For new workforce entrants, consideration must be given to the ways they are trained early on in their career should there be reductions in lower level (increasingly automated) tasks that were once the proving grounds that set the context for their professional development. This has been flagged in occupations like Banking and Law. Redesigning jobs and providing new entrants with access to opportunities to develop their skills and gain valuable experience will be key.⁹

Strong foundation skills are essential if Australians are to meet the challenge of the future of work, with a strong body of research linking poor foundation skills to low overall and lifelong educational attainment. Research has shown that even small gains in adult literacy can have long lasting impacts. In addition, improving digital skills across the board is needed by formalising digital literacy as part of postschool education and training and upskilling older workers. These are foundational skills that government needs to play a key role in providing and funding, including in the workplace.

Beyond foundation skills, it is important our education and training system fully embraces lifelong learning, enabling all working age Australians to develop skills and keep them up-to-date. This will involve developing new models of training that among other things are more accessible and affordable. An important starting place is the expansion of government funded micro-credentials, skill sets and other shorter form credentials that are aligned to the skills needed in the labour market. It could also include a completely re-designed mature-age apprenticeship model. Facilitating lifelong learning will require government funding and program settings to enable both employers and employees to access high quality, fit for purpose training.

With rapid and ongoing changes in technologies, it will also be important that efforts continue to map digital and other skills needs over the short, medium and long term, through the new Jobs and Skills Australia and Jobs and Skills Councils, to inform skills development and planning. This includes data and intelligence gathered through industry.

The role of business software and regulatory technology ('Reg Tech') in improving regulatory compliance in the workplace relations system, including their use by regulators, and accountability for errors resulting in non-compliance

Ai Group supports the development and application of business software and regulatory technology (**Reg Tech**) if our members are able to use it to comply with workplace relations laws.

Reg Tech could provide significant benefits for payroll, as many of our members struggle with understanding and applying what are often complex and ambiguous award terms.

Ai Group in particular supports the creation of a government-created or accredited payroll AI tool which if utilised by members would guarantee payroll compliance. Relevantly, the government has at its disposal, the [modern awards pay database API](#). [This database](#) provides access to current and historical minimum rates of pay allowances, overtime and penalty rates data in a digital format and may provide the data to develop a government accredited AI payroll compliance tool.

However, an AI payroll tool developed without accreditation and guarantees of payroll compliance will be of no assistance to employers. This approach is currently exemplified in the way employers (and app developers) are provided with access to the modern awards pay database API, where the Fair Work Commission [website](#) states:

“The Modern Awards Pay Database API, for example will not advise whether a modern award or other industrial instrument applies or covers an employer or employee and sets their minimum entitlements, whether there have been changes in coverage or classification definitions within modern awards, or when particular classifications or entitlements apply.”

Reg Tech developed on this “all care and no responsibility” basis does not provide adequate support for our members’ desire to achieve payroll compliance, noting the imminent potential criminal sanctions for wage non-compliance.

Relevantly, without making any criticism of the Fair Work Commission, we also note responses to FAQs on the [Fair Work Commission’s site](#) hosting the API database which further demonstrates how the mere use of Reg Tech without certainty that reliance upon it will be capable of ensuring regulatory compliance is currently an inadequate solution:

I’m an employer or payroll practitioner, how do I find out if my software uses the Modern Awards Pay Database API?


We do not recommend or endorse any payroll or accounting software products or services. If you have any questions about product suitability please contact software companies directly.

I'm an employer, if I use a product that integrates the Modern Awards Pay Database API what are my responsibilities for accurately paying my employees?

The use of the Modern Awards Pay Database API does not change an employer's responsibilities to correctly pay their employees.

Employers continue to be responsible for ensuring that employees are:

- correctly paid all wages, overtime and penalties, and allowances in accordance with the relevant modern award, enterprise agreement or other employment arrangement, depending on which applies.
- ensuring that their employees are paid in conjunction with the industrial arrangement and instrument that applies to them and that under that instrument, they are correctly classified.

For information and assistance about understanding award coverage and minimum wages and entitlements, visit the [Fair Work Ombudsman's website](#) .

Without government accreditation and compliance guarantees, Reg Tech will simply exacerbate errors and magnify the effects of these errors across workforces.

Reg Tech has the potential to improve compliance but a barrier to the broader use or development of Reg Tech remains the notorious complexity of our workplace relations system. Our workplace relations laws are a minefield of technicalities and ambiguities. Core elements of it are also all-too often varied, be it through the routine re-negotiation of industrial instruments, changes to awards implemented by the Fair Work Commission or legislative amendments such the sweeping changes that have been made to workplace laws over recent years. The system is fertile ground for disputation over how these laws should be interpreted. Indeed, we need only observe that the system of modern awards has been under almost constant review since it was created and these proceedings have uncovered vast numbers of interpretive controversies to demonstrate such problems. This lack of stability and clarity in the system frequently necessitates engagement of legal or other professional expertise to advise on interpretation of such laws. It also makes the development of technological solutions to compliance very challenging.

If we are to harness the power of Reg Tech to enhance compliance there needs to be 'safe harbour' for employers who, in good faith, rely upon it. We also need to address the underlying complexity of the system.

The effects of these techniques on the scope of managerial prerogative, labour rights, ability for workers to organise, procedural fairness, equality, discrimination, and dignity at work.

The TOR requires the committee to consider how AI might impact the scope of managerial prerogative, labour rights, ability for workers to organise, procedural fairness, equality, discrimination, and dignity at work. We respond as follows.

Managerial prerogative

Employers must have the capacity to make appropriate decisions on the introduction of new technologies and their benefits to their competitiveness and doing business. They do so in the context of the operation a safety net of employee entitlements which is already established under existing workplace relations laws.

As representatives of employers, we do not perceive any threat or reduction of managerial prerogative by using AI for these reasons:

- Existing restrictions on prerogative, such as those that allow contests against termination of employment are long-standing and will apply in the same way in relation to disciplinary matters driven through AI based transformations.
- Employers are experienced in introducing new technologies which change both the demand for employment and the skills profiles required of employees, and they recognise where skills development is needed. In this context AI is not as unique as many assume, and workplace adjustments can be made through, and in accordance with, the existing regulatory system.

Labour rights

Employees will continue to be engaged in accordance with workplace relations legislation, irrespective of whether they use AI in their job or some other more traditional technology.

For existing employees, the introduction of AI will not unilaterally change the terms of their contracts of employment, or their labour rights.

We encourage the committee to reflect on how labour rights of employees were not fundamentally altered when email and online technologies were introduced to Australian industry and commerce, despite the significance of these changes. There were some changes that affected the workforce, including the introduction or adaptation of surveillance legislation in some State and Territory jurisdictions¹⁰ and more recently, through the introduction of a new workplace right to disconnect.¹¹ These adjustments were however relatively limited in scope.

It is more likely that any legal changes in response to AI will be to address the use of data rather than labour rights. Relevantly, we note also that the Government is currently reviewing the *Privacy Act 2009* (Cth) to take account of some aspects of digital transformation and encourage the Committee to have regard to that.¹² Victoria has also recently set up an inquiry into workplace surveillance¹³ which considers the extent

that data is being collected, shared, disclosed, sold, disposed of and otherwise utilised in Victorian workplaces.

Ability of workers to organise

At a legal level there will be no change to the capacity of employees to organise. Whether someone is undertaking their work using traditional technologies or AI will not determine the capacity to join or be represented by a trade union.

Indeed, the most foreseeable scenario is that AI will offer new tools for unions to organise and represent working people and thus enhance the ability of workers to organise.

The International Labour Organisation (**ILO**) has dedicated teams working throughout the world to support the development of organisations representing employers and employees, in all profiles of countries from least developed to highly developed. It is very likely that Australian unions will be able to benefit from research and innovation at the international level on the new opportunities offered by AI in coming years.

Procedural fairness

Australia ensures procedural fairness through a mix of termination of employment protections, such as providing legal rights such as unfair dismissal, general protections, unlawful termination and through the application of contractual and common law requirements. It is difficult to see how the emergence of AI changes this, or what in particular the committee may be asking participating groups to address.

We note in particular the unfair dismissal protections which require that both the reason for a termination of employment and the processes that proceed it are fair. AI will not change this. Unfair dismissal laws have successfully accommodated the impact of changing technologies in the workplaces for many years. For example, social media, email, the Internet etc. There is no reason to conclude that the system would not again be able to address any changes in technology through AI.

AI is likely to provide businesses with new tools to ensure quality and consistency in managing disciplinary matters and to comply with the law, including work health and safety obligations. Relevant to this, we encourage the committee to consider that:

- Businesses have long maintained internal compliance and quality monitoring and capturing data on individual employee performance and adherence to policies - AI merely offers extension of these tools and capacities.

For example, financial institutions monitor their own staff for risks of fraud. Governments also do this with both their staff and those they work with, such as monitoring doctors for potential Medicare fraud.

- While AI may offer enhanced capacity to identify potential problems or non-compliance with organisational policies (and, for example, prudential requirements from law and regulators) when information comes to light from

whatever source, substantial and procedural fairness must be afforded to vulnerable employees as a product of our current workplace laws, including by providing an employee with the opportunity to respond and conducting a proper investigation to determine whether there is any basis for disciplinary action.

Equality, discrimination, and dignity at work

AI is a technology which has the capacity to support users including by improving job quality and the lived experience of work in some roles in contemporary workplaces. From a workplace relations perspective, it should be viewed in a manner similar to the introduction of personal computers, the Internet and email. While these historical technological advancements changed work, it was largely for the better and did not require changes to the workplace relations legal framework.

Historically, changes in technology enabled different routes for misbehaviour. For example, sexual harassment could then occur by email or online through social media. However, anti-discrimination laws were sufficient to meet these challenges.

We anticipate it is likely to be in the realm of individual misuse of AI, not its ordinary and legitimate application business in Australia and managing a workforce which will create issues. These behaviours can be dealt with within existing laws – e.g., sexual harassment laws.

As we discussed above, we anticipate changes in technology to improve job quality. Relatedly, this will likely translate in improving the dignity of work because employees may do less repetitive tasks and have higher levels of job satisfaction.

We expect AI will also complement and reinforce existing efforts of organisations such as ours to promote excellence in employment policies and practices in workplaces, including to promoting equality, dignity and fair treatment in work.

Appropriate safeguards or regulatory interventions to guide responsible implementation in the workplace, including the digital skills and resources necessary for employers to appropriately utilise these technologies

Is there a need for more safeguards or regulatory interventions in workplace relations?

The regulation of workplace relations in Australia is already exceptionally prescriptive and complicated and imposes a significant burden on employers, including in relation to payroll compliance (as discussed above). Government must be cautious about further exacerbating the regulatory burden that the system imposes on industry or erecting barriers to realisation of productivity improvements through further technological developments.

What would be of most assistance to our members is for the government to consider modernising and simplifying existing safeguards and regulatory interventions in workplace relations. This would support employers to be sufficiently dynamic and flexible, including by enabling employers to offer workers alternative ways of doing work for the benefit of both the workforce and the business. For example, we expect that modern award provision relating to classifications structures or reflecting long standing assumptions about the way work is undertaken and how employment is arranged will become increasingly outdated and, by extension, problematic. This situation is not sufficiently responsive nor fit-for-purpose for the digital transformation of the workplace and is highly problematic for our members.

A better focus is on employability and adaptability of the workforce and businesses

Australian government must focus on the employability, skills and adaptability of our workforce, and our businesses, to maximise the benefits from this technological change.

We encourage the committee to focus on these key matters:

- providing interventions which support the development of technological and employability skills that will allow Australians to adapt not just to AI, but also to the various further tranches of technological innovation which are sure to follow – for example, by ensuring that students of all ages are upskilled in education and training;
- providing support to business to harness changing technologies to become a source of global innovation and development in the application of AI to business and community life – for example, by incentivising research and development;
- promoting the creative application of AI, including by not stifling the ability of business to promote creativity in its workforce through unnecessary workplace relations regulation and legislative change;

- developing clear and easy to use practical guidance tools and resources which risk manage developments in AI;
- fostering collaboration and knowledge sharing among stakeholders, including by supporting employer organisations such as Ai Group to share best practice with members on the safe and innovative use of AI, for continuous learning and to improve AI governance, including but not limited to:
 - understanding the benefits and risks of using AI in their workplace,
 - promoting the safe and responsible use of AI in the workplace,
 - using AI in a manner which enhances work health and safety for workers and others in the workplace,
 - fostering entrepreneurship and productivity of workers; and
- undertaking targeted industry specific engagement and education activities to facilitate understanding of the application of AI at a more granular industry level.

The effects on gender equality, job security, small businesses, Closing the Gap and disadvantaged and vulnerable cohorts of workers

Gender Equality

AI does not remove the need to comply with anti-discrimination laws.

We also encourage the committee to consider the many benefits AI offers in accelerating equality in the workplace, including but not limited to the following:

- Minimising human bias in recruitment, promotion and other career progression decisions

For example, AI may help eliminate references to a career break which may traditionally be seen as a 'negative' or a work history which contains several experiences which accommodated carer responsibilities.

- Tailoring learning and development programmes

For example, it may enable an increased personalisation of programmes through the identification of specific quantifiable skill gaps which may be more typical for women.

- Providing more immersive learning

For example, some employees may better learn through experiential learning. Using technologies such as AI and virtual reality may help promote cultural change which allows the user to experience something from other perspectives.

Job Security

Australia has a robust workplace relations framework which is well-suited to managing technological change and its effects, including that brought through AI. It seems likely that AI will create risks for some types of work, noting the research we have referred to earlier in this submission. However, it is inappropriate to attempt to further 'regulate' certain types of work into existence if it is no longer viable through digital transformation. The expected change to work can be more than adequately dealt with by our current workplace relations laws and we ask the committee to consider the following matters in relation to job security:

- We have a fit for purpose job security safety net already.

This safety net includes an award-specific technological change and redundancy clause in modern awards, statutory redundancy requirements and pay, requirements to notify and consult on change and an industrial relations framework in which unions and employees can bargain for additional engagement and standards when workforce change occurs.

This safety net successfully transitioned the workforce through digitisation and the shift to the internet and email, and the removal of tariff barriers in the 1980s.

This safety net is more than capable of addressing changes to work through AI.

- Even if jobs themselves may be less secure, this does not mean employment is insecure.

Jobs are always changing and this will likely continue to be an integral part of digital transformation.

However, a healthy economy generates sufficient demand for re-employment and skills up its people to change and adapt as work changes.

- Restricting business mobility in its use of labour may adversely affect business security, adaptability and resilience.

How well Australia adopts AI will determine the security of businesses and consequently the jobs a business is able to offer to workers.

If we roadblock AI or attach costs to it that are not imposed in competing economies, we will make jobs here less secure.

Conclusion

As we stated at the outset of this submission, it is our position that the committee should not unduly focus on negative impacts of major technological or sociological innovation or shift in work as this would be at the expense of a more balanced assessment.

The reality is that digital transformation is making and will make significant and positive contributions to the workplace, including by improving job quality, productivity and competitiveness. Our workplace relations system is fit for purpose and requires no change nor the imposition of any guardrails except to the extent that it promotes flexibility and dynamism to enable employers to make appropriate adaptations to the way its workforce operates.

Finally, changes in jobs will likely continue to be an integral part of digital transformation. This highlights the important role that skills development, including government support for foundation skills and lifelong learning, needs to play in achieving optimal outcomes.

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References

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³ [Ai Group CEO Expectations Survey: Australian Industry Outlook for 2024](#), Australian Industry Group 2024

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⁵ [Employment projections](#), Jobs and Skills Australia, accessed 19/06/2024

⁶ [Gen AI: Artificial Intelligence and the future of work, Staff discussion paper](#), International Monetary Fund 2024, accessed 14/03/2024

⁷ [Generative AI and Jobs: A global analysis of potential effects on job quantity and quality](#), International Labour Organisation 2023, accessed 14/03/2024

⁸ [The economic potential of generative AI: The next productivity frontier](#), McKinsey 2023

⁹ [The state of AI in 2023: Generative AI's breakout year](#), McKinsey 2023

¹⁰ Surveillance Devices Act 2004 (Cth), Telecommunications (Interception and Access) Act 1979 (Cth); Privacy Act 1988 (Cth); Workplace Surveillance Act 2005 (NSW), Surveillance Devices Act 2007 (NSW); Surveillance Devices Regulation 2014 (NSW); Surveillance Devices Act 1999 (Vic); Surveillance Devices Regulations 2016 (Vic); Invasion of Privacy Act 1971 (Qld); Surveillance Devices Act 1998 (WA); Surveillance Devices Regulations 1999 (WA); Surveillance Devices Act 2016 (SA); Surveillance Devices Regulations 2017 (SA); Listening Devices Act 1991 (Tas); Listening Devices Regulations 2014 (Tas); Surveillance Devices Act 2007 (NT); Surveillance Devices Regulations 2008 (NT); Listening Devices Act 1992 (ACT); Workplace Privacy Act 2011 (ACT).

¹¹ Part 8, Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024

¹² [Government response to the Privacy Act Review Report webpage](#), accessed 18 June 2024.

¹³ [Inquiry into workplace surveillance](#), Parliament of Victoria, Legislative Assembly Economy and Infrastructure Committee, accessed 18 June 2024.