

Mark Latham Sheet No. X81

**Amendments to the
Industrial Relations and Other Legislation Amendment
(Workplace Protections) Bill 2025**

[1] Section 3 Objects

Page 3, line 10, insert new subsection:

- (f2) to reduce income inequality in the workplace and society, and in particular:
 - (i) to ensure equal employment opportunities for people from low-income, socio-economically disadvantaged, public housing and disabled backgrounds, and
 - (ii) to ensure wage justice and higher incomes for people from a low-income, socio-economically disadvantaged, public housing and disabled background,

[2] Section 3 Objects

Page 3, line 10, insert new subsection:

- (f3) to ensure in workplace recruitment and promotion practices, employees are selected with sufficient resilience and mental strength to perform workplace duties and responsibilities requiring these qualities;

[3] Section 3 Objects

Page 3, line 10, insert new subsection:

- (f4) to abolish DEI (Diversity, Equity, Inclusion) workplace recruitment and promotion practices for employment requiring high levels of personal resilience and mental strength.

[4] Section 6 Definitions of Industrial Matters

Page 3, line 13, insert new subsection:

- (e2) the recruitment and promotion of employees on the basis of personal resilience and mental strength.

[5] Section 129M

Page 3, line 17, insert the words “income and” between the words “about” and “gender”.

[6] Section 134(4)(c)

Page 4, line 2, insert the words “income and” between the words “about” and “gender”

**[7] Chapter 3A Bullying and Sexual Harassment
Part 1, Section 144C**

Page 4, line 39, between the words “individuals” and “repeatedly” insert the following: “in a position of workplace power and authority”

**[8] Chapter 3A Bullying and Sexual Harassment
Part 1, Section 144C**

Page 5, line 3, after the words “health and safety” insert the words: “by threatening, intimidating or tormenting an employee/s in a manner not related to the reasonable exercise of workplace duties.”