



MEETING BRIEF

MINISTER: Tony Burke

ADVISER: Deputy Chief of Staff, S. 22(1)(a)(ii)

Meeting Brief - Australian Council of Trade Unions (ACTU), S. 47F(1)

Tuesday 8 July 2025, 1:00pm to 1:30pm – pre-brief with the Minister and Deputy Chief of Staff at 12:55pm, APH, Minister Burke's suite S. 47E(d)

Person/ Organisation

S. 47F(1) Australian Council of Trade Unions

Has the Minister met with this person/organisation in the past?

- You have met with ACTU S. 47F(1) in this and previous ministerial roles.

Purpose of Meeting

What is the person/organisation seeking?

- ACTU requested this meeting to discuss a “range of issues”, but did not specify topics.

What are the Government's objectives?

- To further understand the ACTU's migration related priorities.
- To engage constructively with Unions and Business to ensure migration:
 - boosts productivity and meets skills shortages, and
 - complements the jobs, wages and conditions of all workers and prevents migrant worker exploitation

Key Messages

- Acknowledge the important role the ACTU plays as a member of the Ministerial Advisory Council on Skilled Migration (MACSM), chaired by Assistant Minister Thistlethwaite, in providing advice to Government to inform policy settings.
- Thank the ACTU for their recent contributions across a range of issues related to Labour Agreements. Their feedback will help inform the development of a consistent set of guidelines including the setting of minimum standards across industries and sectors to support greater worker protection.
- Emphasise that the Government applies proactive assurance activities designed to prevent, deter, detect and correct S. 33(a)(iii) non-compliance with the requirements of the scheme.
- Allegations of S. 33(a)(iii) worker mistreatment are taken seriously and investigated promptly and where appropriate, are referred to the relevant agencies, such as law enforcement and the Fair Work Ombudsman.
- Acknowledge the valuable contributions the ACTU made during development of the Migration Strategy and the package of reforms to address migrant worker exploitation.

Background

Recent Engagement – Meat Industry Labour Agreement

- On 1 May 2025, the Department consulted ACTU representative, S. 47F(1), together with S. 47F(1) Federal Secretary, Australian Meat Industry Employees Union as key stakeholders in the Meat Industry Labour Agreement (MILA) Review.

S. 47C(1)

s. 47C(1)

s. 47F(1) represented the ACTU in MACSM at this time.

- Further consultation will be held at the next MACSM meeting scheduled for 28 July 2025.

ACTU Submission to Regional Review

- The ACTU provided a submission to the Regional Migration review on 26 July 2024. In summary they recommended:
 - The Government must reform regional migration settings.
 - Jobs and Skills Australia must conduct a rigorous analysis to determine if special migration arrangements for regional areas, such as DAMAs, are necessary.
 - If DAMAs are to continue to be used, the DAMA framework and existing DAMAs must be reformed.
- The ACTU submission made the following recommendations to reform the WHM scheme:
 - The Government must abolish the 'specified work requirement' for WHMs.
 - The Working Holiday Maker program must be subject to tripartite oversight in order to address worker exploitation and monitor the labour market impacts of the program.
 - PALM settings should be introduced to the WHM scheme, to avoid employers using WHM to undercut PALM.

s. 47B(a), s. 47C(1)

Recent engagement - Migrant Worker Exploitation

- At the Jobs and Skills Summit in 2022, the Government committed to develop a package of reforms to address migrant worker exploitation.
 - These reforms have been developed in close consultation with the ACTU, including both direct consultation and supporting the Department of Home Affairs to connect with relevant unions.
- A summary of measures to address migrant worker exploitation is at **Attachment B**.

List of Attendees

- Minister Burke
- Deputy Chief of Staff s. 22(1)(a)(ii)
- s. 47F(1)
- Departmental Representatives
 - Michael Willard, Group Manager Immigration Operations
 - Paul Denman, Assistant Secretary, Immigration Planning and Policy Branch

Contact detail for Departmental Representative

Michael Willard

Mobile Phone: s. 22(1)(a)(ii)

Email: s. 22(1)(a)(ii)@homeaffairs.gov.au

Consultation

- Skilled Visas Branch

Released by Department of Home Affairs
under the Freedom of Information Act 1982

Clearance

Clearance officer: Paul Denman, Assistant Secretary Immigration Planning and Policy Branch Phone: s. 22(1)(a)(ii) Date: 4 July 2025	Contact officer: Paul Denman, Assistant Secretary Division: Migration and Temporary Visas Branch: Immigration Planning and Policy Mobile Phone: s. 22(1)(a)(ii)
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Attachments:

A: Biography

B: Measures to address migrant worker exploitation

S. 47F(1)

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Attachment B - Measures to address migrant worker exploitation**Strengthening Employer Compliance Act**

- \$50M over 4 years was approved in 2023-24 Budget. S. 47C(1)
- The Strengthening Employer Compliance Act commenced on 1 July 2024 and introduces:
 - New criminal offences for using a person's migration status to exploit them in the workplace
 - A mechanism to prohibit employers engaged in serious, deliberate or repeated non-compliance with relevant migration and workplace-related laws from employing additional temporary migrant workers for a specified period
 - Increased civil penalties to better align all penalties for breaches of work-related provisions in the Migration Act New compliance tools
 - New regulatory powers and compliance tools for the ABF which will allow them to respond proportionately to cases of non-compliance, and to facilitate employers' compliance with obligations.
- From 1 July 2024, amendments to the Migration Regulations 1994 commenced to give effect to measures in the Bill that introduced increased protections to temporary migrant workers who have been subject to workplace exploitation, including:
 - prescribing circumstances in which the visa of a temporary migrant worker who has been affected by a workplace exploitation matter must not be cancelled (non-discretionary protection), and where the non-discretionary circumstances do not apply – matters that the Minister must have regard to when determining whether to cancel the visa of a temporary migration worker (discretionary protection).

Information and Education campaign

- \$15M approved in 2023-24 Budget for behavioural research and grants.
- Commenced in July 2024 and will enhance mobility for sponsored workers.

Strengthening Reporting Protections and Workplace Justice Pilots

- These pilots have been established for two years and will be independently evaluated to inform recommendations to Government.
- The pilots did not receive funding for implementation/establishment (including systems).
- It was agreed the pilots would be implemented incrementally to test the concepts in a controlled manner and to mitigate any risks of perverse outcomes.
- The Workplace Justice visa is only available to temporary migrants in Australia who have certification regarding their workplace exploitation matter from a participating government entity or accredited non-government party.

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under the Freedom of Information Act 1982

From: "DLO.Burke"
Sent: 27/06/2025 9:56:27 AM
To: "Ministerial Briefs" S. 22(1)(a)(ii) @homeaffairs.gov.au>
Cc: "Damien KILNER" S. 22(1)(a)(ii) @homeaffairs.gov.au>; "Migration and Temporary Visas Exec Support" S. 22(1)(a)(ii) @homeaffairs.gov.au>; "DLO.Burke" S. 22(1)(a)(ii) @homeaffairs.gov.au>; "MO Registration" S. 22(1)(a)(ii) @homeaffairs.gov.au>
Subject: MO meeting brief request: Australian Council of Trade Unions (ACTU) - 8 July (1:00 - 1:30pm) [SEC=OFFICIAL]

OFFICIAL

Good morning

Minister Burke's office has requested the meeting brief below.

Note that a departmental official is required to attend in-person – please confirm the representative via return email ahead of the meeting brief.

Meeting Brief Request	
Meeting name:	Australian Council of Trade Unions (ACTU), S. 47F(1)
Date and time of meeting:	Tuesday 8 July 2025, 1:00pm to 1:30pm – pre-brief with the Minister and Chief of Staff at 12:55pm
Meeting location:	APH, Minister Burke's suite S. 47E(d)
Date due to MO:	4pm Friday 4 July
Please include the following in the brief:	• Brief biography and background on organisation • Background on past engagements (departmental and Ministerial), including matters raised, and any departmental actions taken in response • Background and TPs on matters expected to be raised (including key issues and visa issues)
MO attendees:	Minister Burke, Deputy Chief of Staff S. 22(1)(a)(ii)
Comments:	Departmental representative required to attend in-person, including the pre-brief 5 minutes prior. Please confirm attendee with DLOs prior to the brief - contact details should also be included in the brief. ACTU requested this meeting to discuss a "range of issues" but did not specify topics.

Kind regards

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

Senior Departmental Liaison Officer

Minister for Home Affairs | Minister for Cyber Security

Minister for Immigration and Citizenship

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

E: s. 22(1)(a)(ii)@homeaffairs.gov.au | [HomeAffairs.s.22\(1\)\(a\)\(ii\)@asnet.gov.au](mailto:HomeAffairs.s.22(1)(a)(ii)@asnet.gov.au)



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From: "Ministerial Correspondence" S. 22(1)(a)(ii) @homeaffairs.gov.au>
Sent: 15/06/2025 5:24:09 PM
To: "SCU" S. 22(1)(a)(ii) @homeaffairs.gov.au>
Subject: POLICY: ECONOMIC & SKILLED –CASA intent to recognise aircraft maintenance engineer licencing schemes of foreign countries - Liam O'Brien ACTU; David Henry AMWU; Paul Farrow AWU; Glynn Sowter ALAEA (B/BURKE/MTV/VIP/10-6-25 S. 47F(1) O'Brien,Liam)
Attachments: 250610 Joint ltr to Hon T Burke MP re CASA.pdf

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From: DLO.Burke S. 22(1)(a)(ii) @homeaffairs.gov.au>
 Sent: Friday, 13 June 2025 5:40 PM
 To: Ministerial Correspondence S. 22(1)(a)(ii) @homeaffairs.gov.au>
 Cc: DLO.Burke S. 22(1)(a)(ii) @homeaffairs.gov.au>
 Subject: FW: Correspondence from ACTU, AMWU, AWU and ALAEA [SEC=OFFICIAL]

OFFICIAL

For registration and Minister response please

Warmly,

S. 22(1)(a)(ii)

S. 22(1)(a)(ii)

Departmental Liaison Officer

Office of the Hon Tony Burke MP

Minister for Home Affairs | Minister for Immigration and Citizenship | Minister for Cyber Security

M: S. 22(1)(a)(ii) | E: S. 22(1)(a)(ii) @homeaffairs.gov.au<mailto:S. 22(1)(a)(ii) @homeaffairs.gov.au>

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From: S. 22(1)(a)(ii) (T. Burke, MP) S. 22(1)(a)(ii) @aph.gov.au<mailto:S. 22(1)(a)(ii) @aph.gov.au>>
 Sent: Friday, 13 June 2025 5:31 PM
 To: DLO.Burke S. 22(1)(a)(ii) @homeaffairs.gov.au<mailto:S. 22(1)(a)(ii) @homeaffairs.gov.au>>
 Subject: FW: Correspondence from ACTU, AMWU, AWU and ALAEA

From: S. 47F(1)
 Sent: Tuesday, 10 June 2025 1:08 PM
 To: Burke, Tony (MP) <Tony.Burke.MP@aph.gov.au<mailto:Tony.Burke.MP@aph.gov.au>>
 Cc: Liam O'Brien S. 47F(1) David Henry
 S. 47F(1) Paul Farrow
 S. 47F(1) Glynn Sowter
 S. 47F(1)

Subject: Correspondence from ACTU, AMWU, AWU and ALAEA

Good afternoon,

On behalf of the AMWU, AWU, ALAEA and the ACTU, please find attached correspondence for your consideration.

Kind regards,

S. 47F(1)

Executive Assistant to Assistant Secretary, Liam O'Brien

Australian Council of Trade Unions
Level 4/365 Queen Street, Melbourne, Vic 3000
t (03) 9664-7340

S. 47F(1)

w australianunions.org.au<<https://australianunions.org.au/>>
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[cid:image003.jpg@01DBDC8A.251E1E50]<https://campaigns.signature365.com/au-cpU08x701B1e62Uw-umgSiu3Vw7DyJyHQ/eml_IBD19nhXpIRGpQY4/go/HNC>

We acknowledge the Traditional Owners of country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past and present.



**AUSTRALIAN
WORKERS'
UNION**
Stronger Together



AMWU
Est. 1852



10 June 2025

The Hon Tony Burke MP
Minister for Home Affairs
PO Box 6022
House of Representatives, Parliament House
Canberra ACT 2600

Via email: Tony.Burke.MP@aph.gov.au

Re: Recognition of foreign aircraft maintenance engineer licences from recognised States

Dear Minister Burke,

We are writing to you today, as the unions which represent Australian Aircraft Maintenance Engineers (AMEs) and Licenced Aircraft Maintenance Engineers (LAMEs), to express our significant and deeply held concerns regarding Civil Aviation Safety Authority's (CASA) intention to recognise the aircraft maintenance engineer licencing schemes of foreign countries in Australia. It is due to the potential threat to our national air transport system and infrastructure that we are bringing this matter to your attention.

The Australian aviation sector, and our airlines specifically, have failed to invest in the development of a skilled workforce over the last two decades. The recognition of foreign licences, that will enable the industry to bring in foreign trained and licensed LAMEs, will not only impact the career progression and job security of aircraft maintenance engineers in Australia but also potentially jeopardise the safety of air travel.

It is our view that the proposal by CASA to recognise, in the first instance, the licencing systems of the US, UK and Singapore as commensurate with and appropriate for the Australian system is deeply flawed and poses significant risks to the integrity of the Australian workforce and, most critically, air safety. We consider the Australian apprenticeship scheme for AMEs and LAMEs to be robust, comprehensive and to represent the minimum level of training required for workers, and passengers, to be assured of safety. The licencing systems in the countries proposed, for a variety of reasons, fall far short of the Australian standard.

CASA has arrived at this 'solution' to the workforce challenge we have long warned was coming without any consultation with unions and seemingly without consideration of the real and alarming risks to which this move would expose all Australian air travellers. We request, at your earliest convenience, a meeting to discuss this matter and our concerns in detail.

Yours faithfully,

Liam O'Brien
Assistant Secretary
Australian Council of Trade Unions (ACTU)

David Henry
Assistant National Secretary
Australian Manufacturing Workers' Union (AMWU)

Paul Farrow
National Secretary
The Australian Workers' Union (AWU)

Glynn Sowter
General Manager
Australian Licenced Aircraft Engineers Association (ALAEA)