

From: s 22(1)(a)(ii)
To: [Invitations King](#)
Cc: s 22(1)(a)(ii)
Subject: Worker Delegation - Liberty Bell Bay Joint Union Caucus - Meeting Request 11-13 May
Date: Tuesday, 5 May 2026 12:30:43 PM
Attachments: [Outlook-A blue and.png](#)
[Outlook-A blue and.png](#)
[Outlook-A blue cir.png](#)
[Outlook-A white bi.png](#)
[URGENT meeting request - Liberty Bell Bay worker delegation- Minister King.pdf](#)

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Dear Minister King,

Please find attached correspondence from s 22(1)(a)(ii)
AMWU National Secretary Steve Murphy and s 22(1)(a)(ii)

We are bringing s 22(1)(a)(ii) members to Canberra next week and would appreciate the opportunity for the Minister to meet with them to discuss Liberty Bell Bay.

Kind regards,
s 22(1)(a)(ii)



4 May 2026

Hon Madeleine King MP
Minister for Resources
Minister for Northern Australia
Member for Brand
PO Box 6022
House of Representatives
Parliament House
Canberra ACT 2600

Via email: Invitations.King@resources.gov.au
Cc: s 22(1)(a)(ii)

Dear Minister King,

We write on behalf of the s 22(1)(a)(ii) the
Australian Manufacturing Workers' Union and the s 22(1)(a)(ii). Our unions
represent over 200 workers at the Liberty Bell Bay manganese smelter. We also have a
strong and longstanding presence in the smelter's supply chains and in the surrounding
communities of the Tamar River and Northern Tasmania.

We are grateful to the Commonwealth and Tasmanian governments, who extended a
\$3 million lifeline to cover wages during Liberty Bell Bay's ongoing administration. This
prevented the retrenchment of the Liberty Bell Bay workforce, maintained the prospects
of a sale as a going concern, and significantly boosted morale on site and in the George
Town community. It also provided the impetus for ASIC to withdraw a parallel wind
down application - removing one significant pressure point on workers and site
operations.

However, as you may be aware, this \$3 million lifeline is intended as an emergency
stopgap to prevent the imminent retrenchment of the workforce. These funds can only
go so far, and as it stands will only fund workers' wages until 19 May - by which point
administrators will be forced to initiate redundancies under Australian law.

The undersigned unions call on both governments not to allow this to eventuate, and
to commit to supporting the Liberty Bell Bay workforce until a sale to a reputable buyer
can be finalised.

There are many important reasons why the Commonwealth must seek to play such a
role, rather than risking the smelter's slide into liquidation. Indeed, the challenge of
ensuring a future for the smelter should pale against the multitude of good reasons for
its continued existence:



1. The facility is a lynchpin local employer. Despite its challenges, Liberty Bell Bay continues to provide hundreds of largely high-quality, well-paid jobs. It does so in a region and state where average earnings trend well below the national average, and unemployment trends higher. The history of Australian industry tells us that once a capacity is lost, it is invariably lost forever, with local workers and economies foremost in bearing the brunt.
2. The site's economic fundamentals appear stronger than its current predicament implies. While dumping of Indian-produced manganese products has disrupted prices and markets, and must be addressed, Bell Bay's production costs are competitive by global standards. Interest in its purchase by up to ten prospective buyers suggests real potential for a viable future - though only if workers and capital remain in place.
3. Closure of Australia's only manganese smelter would diminish our sovereign capability - and at a time of historic disruption to supply chains and the wider geopolitical order. Manganese is a key input to the production of steel, as well as many aluminium and other metal products. An Australia that could no longer produce the mineral would have gambled its ability to procure basic metal products on an ever more volatile external environment.
4. Liberty Bell Bay is a leading example of large-scale green industry. The facility already relies heavily on hydroelectricity, offering it a considerably simpler decarbonisation journey than most Australian smelters and heavy industry sites.

A failure to act will carry a cost to government – potentially a large one. This would likely accrue in the form of workers' termination entitlements and site decommissioning costs, passed to the taxpayer if and when a liquidated facility could not meet them.

We understand that, under current arrangements, the administrator has the capacity to fund workers' wages until 19 May. We therefore ask to meet with you to discuss the smelter's future at Parliament House, Canberra during the sitting week of 11 May. You will have the opportunity to hear directly from members at Liberty Bell Bay about their current situation.

s 47F

can arrange for a meeting on our behalf.

Workers, Tasmania and the country are better off if manganese production in Bell Bay continues. We look forward to exploring how we can protect this future with you.



Sincerely,

s 22(1)(a)(ii)

A handwritten signature in black ink, appearing to read 'Steve Murphy'. The signature is stylized with large, flowing loops.

Steve Murphy
NATIONAL SECRETARY
THE AUSTRALIAN MANUFACTURING
WORKERS' UNION

s 22(1)(a)(ii)



25 March 2026

Hon Madeleine King MP
Minister for Resources
Minister for Northern Australia
Member for Brand
PO Box 6022
House of Representatives
Parliament House
Canberra ACT 2600

Via email: Invitations.King@resources.gov.au

Cc: s 22(1)(a)(ii)

Dear Minister King,

We write on behalf of the s 22(1)(a)(ii) the
Australian Manufacturing Workers' Union and the s 22(1)(a)(ii). Our unions
represent over 200 workers at the Liberty Bell Bay manganese smelter. We also have a
strong and longstanding presence in the smelter's supply chains and in the surrounding
communities of the Tamar River and Northern Tasmania.

We had grown increasingly concerned as financial uncertainty cast a shadow over the site
in the past year. These fears were compounded upon learning that the Australian Securities
and Investments Commission had applied to the NSW Supreme Court for orders that would
liquidate the entity that controls the facility.

News that the entity has now entered voluntary administration provides further
uncertainty, but also the prospect of a circuit breaker. Suffice to say, overall management
of the administration process must fall to the administrator itself. Moreover, neither Liberty
Bell Bay nor any other firm can be allowed to opt out of the *Corporations Act*, and
enforcement remains ASIC's prerogative. In short, we understand full well that Liberty
Bell Bay finds itself in a complex situation.

Yet we implore you not to risk its closure. It is our firm view that liquidation, or any other
outcome leading to redundancies and a long-term cessation of operations, would condemn
the smelter permanently. But with short-term assistance in the interests of workers and
the community, administration can be leveraged to ward off this fate and guide the site to
a productive future under new ownership. There are many important reasons why the



Commonwealth must seek to play such a role, rather than risking the facility's slide into liquidation.

First and foremost is its status as a lynchpin local employer. Despite its challenges, Liberty Bell Bay continues to provide hundreds of largely high-quality, well-paid jobs. It does so in a region and state where average earnings trend well below the national average, and unemployment trends higher. The history of Australian industry tells us that once a capacity is lost, it is invariably lost forever, with local workers and economies foremost in bearing the brunt.

Second, the site's economic fundamentals appear stronger than its current predicament implies. While dumping of Indian-produced manganese products has disrupted prices and markets, and must be addressed, we understand that Bell Bay's production costs are competitive by global standards. Reports of interest in its purchase by multiple prospective buyers suggests real potential for a future beyond GFG - though only if workers and capital remain in place.

Third are strategic considerations. It is with good reason that Australia, together with most other advanced economies, classes manganese as a critical mineral. It is a key input to the production of many steel, aluminium and other metal products. Closure of Australia's only manganese smelter would diminish our sovereign capability - and at a time of historic disruption to supply chains and the wider geopolitical order. Indeed, an Australia that could no longer produce the mineral would have gambled its ability to procure basic metal products on an ever more volatile external environment.

Fourth is Liberty Bell Bay's status as a leading example of large-scale green industry. The facility already relies heavily on hydroelectricity, offering it a considerably simpler decarbonisation journey than most Australian smelters and heavy industry sites.

Lastly, we note that inaction, too, is expected to carry a cost to government - and very possibly a large one. This would likely accrue in the form of workers' termination entitlements and site decommissioning costs, passed to the taxpayer if and when a liquidated facility could not meet them.

The challenge of ensuring a future for the smelter should pale against the multitude of good reasons for its continued existence. We believe that administration, if utilised strategically, widens the scope for the Commonwealth (potentially in partnership with Tasmania) to play such a role, especially while a new owner is sought. Indeed, our unions had retained serious doubts as to whether GFG Alliance's control of the site was ultimately in the best interests of workers and the local community.



We understand that, under current arrangements, the administrator is likely able to fund workers' wages for around a month but not longer. We therefore ask to meet with you to discuss the smelter's future at your earliest convenience. We suggest a meeting either virtually or at Commonwealth Parliamentary Offices Sydney if possible. s 47F

, can arrange for a meeting on our behalf.

Workers, Tasmania and the country are better off if manganese production in Bell Bay continues. We look forward to exploring how we can protect this future with you.

Sincerely,

s 22(1)(a)(ii)

s 22(1)(a)(ii)

A handwritten signature in black ink, appearing to read 'Steve Murphy'.

Steve Murphy
NATIONAL SECRETARY
THE AUSTRALIAN MANUFACTURING
WORKERS' UNION

DEPARTMENT OF INDUSTRY, SCIENCE AND RESOURCES

MB26-000448

To: Minister for Resources**CC:** Minister for Industry and Innovation; Minister for Science**MEETING WITH DELEGATION FROM** s 22(1)(a)(ii) **AMWU &** s 22(1)(a)(ii) **RE. LIBERTY BELL BAY****Timing:** For meeting on Wednesday 13 May 2026 at 10:00 AM, Australian Parliament House M.1.24**Meeting with:** s 22(1)(a)(ii)
National Secretary), s 22(1)(a)(ii)

Steve Murphy (AMWU

Jacob
Batt (AMWU Branch Secretary Tasmania), Nick Walker (AMWU Liberty Bell Bay member)
s 22(1)(a)(ii)**Proposed note taker:** Nil**What we want:** To hear from union leaders their members' concerns and to discuss support for Liberty Bell Bay workforce.**What they want:** Government commitment to extending the existing employee wage support at Liberty Bell Bay to avoid redundancies until a sale to a reputable buyer can be finalised.**Issues and Sensitivities:**

1. Unions and workers from Liberty Bell Bay are meeting with Commonwealth Ministers and Members of Parliament in the week commencing 11 May, calling on governments to provide longer-term certainty to workers and continued government support during the sale process to secure the future of the smelter (Attachment A).
2. The Commonwealth and the Tasmanian governments have provided \$3m to the administrators, EY, to fund wages whilst a sale process is undertaken. This funding will pay wages until 19 May.
3. Provision of the current \$3 million employee wage support is not a commitment by the Commonwealth to fund the administration until a sale is complete. Any further request for support will undergo robust analysis to ensure solutions are targeted, sustainable and valuable to Australia.
4. The Commonwealth and Tasmanian governments (governments) and administrators are continuing to explore pathways to maintain competitive tension and achieve a sale, with

Clearing Officer:	Lucas Rutherford	General Manager Whyalla Steelworks Taskforce	Ph: s 47F Mob: s 47F
Contact Officer:	s 47F	Manager Whyalla Steelworks Taskforce	Ph: s 47F Mob: s 47F
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governments open to extending employee wage support to retain the full workforce during an expedited sale process.

- a. Of note, as at 11 May, the Minister for Industry and Innovation was considering a recommendation to extend wage funding for a further two weeks, through to early June.
5. Notwithstanding the employee wage support from the governments (and the potential for further wage support), the administration and sale process cannot continue if the administrators are unable to secure other, non-wage, support which is now expected to be exhausted by 20 May (this may be unknown to worker representatives). If further funding cannot be secured from another source, there is a significant risk administrators will be required to commence liquidation proceedings, including seeking court order in the coming weeks.
6. In the event of job losses, the Department of Employment and Workplace Relations (DEWR) would lead the Government's response to support impacted workers, working closely with Services Australia, the Department of Social Services and Department of Health, Disability and Social Services, and the Tasmanian Government.
7. Manganese is on the Australian Critical Minerals List. However, Liberty Bell Bay produces midstream manganese alloys for use in steel production, mostly non-strategic, commercial grade steel, rather than for use in priority technologies. For this reason, Liberty Bell Bay has been managed as an industrial capability issue, rather than a critical mineral supply chain issue.
8. Union representatives met with the Treasurer on 8 April in relation to the administration of Liberty Bell Bay. No further insights from this meeting are available to the department.

Consultation with the Partnerships and Projects Division, Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts: Nil, the matter is not relevant to the Northern Australia portfolio.

9. Other Consultation: Minerals and Resources Division. DEWR.

Attachments:

- A:** Media Article 260511 Liberty Bell Bay Workers Rally in Canberra for Job Security
- B:** Background
- C:** Biographies
- D:** Talking points

s 22(1)(a)(ii)

s 22(1)(a)(ii)

Attachment B**Background**

- On 22 April 2026, the Commonwealth and Tasmanian governments announced a joint commitment of \$3 million to fund employee costs at Liberty Bell Bay, while the administrators progress the sale process.
- On 23 March 2026, White Oak, a private equity company with 100 per cent security over LBB shares, appointed receivers over its security (the shares in LBB). The receivers terminated the GFG Alliance appointed Board and appointed new independent directors to LBB. These directors determined LBB was, or was likely to become insolvent and appointed Ernst & Young (EY) as administrators.
- White Oak's action followed the Tasmanian Government's action on 29 January 2026 to appoint a receiver to take control of the manganese ore supply of LBB, following continued breaches of the terms of its \$20 million bridging loan to the facility (announced 20 August 2025).
 - No Australian Government funding was provided to GFG Alliance or to Tasmania for this loan.
- On 6 March 2026 the Australian Securities and Investments Commission (ASIC) applied to the Supreme Court of NSW to wind up LBB following the company's failure to lodge annual reports for four years in a row.
 - ASIC has discontinued this action with the company now in voluntary administration.
- On 19 November 2025, the Tasmanian Government announced the establishment of the Bell Bay Response Team (BBRT) to ensure the region remains strong and supported.
 - Jess Teesdale MP, Federal Member for Bass is a member of the BBRT.

Liberty Bell Bay operations

- On 19 May 2025, Liberty Bell Bay announced it was entering a period of limited operations from 16 June to 13 July 2025. Despite the arrival of manganese ore through the Tasmanian government's bridging loan, GFG Alliance did not resume production.
- When operating, Liberty Bell Bay is estimated to have around 250 direct employees and 100 contractors. The administrator, EY, reported a workforce of around 216 employees as of 31 March 2026.
- Liberty Bell Bay is the sole domestic producer of manganese alloy, which is used in steel products including for the defence, construction and mining sectors.
- The majority (around 70-75 per cent) of manganese alloy produced at LBB has in recent years been exported to the USA. Around 15-20 per cent has fed the domestic

steel market. Since Liberty Bell Bay became non-operational in May 2025, the domestic steel market has pivoted to imports.

- Liberty Bell Bay has faced significant operational challenges due to ore supply disruptions and depleted working capital.

Powering the Regions - Safeguard Transformation stream grant

- In 2024, LBB was awarded a \$766,612 Powering the Regions - Safeguard Transformation stream grant to trial substituting coke with biocarbon in the production of ferro manganese and silico manganese. DISR, in consultation with DCCEEW, suspended this grant.

Manganese as a critical mineral

- Manganese is on Australia's Critical Minerals List.
 - Manganese is primarily used as an alloying component of steel and is present in almost all types of steel.
 - There is also a small but growing use of manganese in the production of lithium manganese iron phosphate (LMFP) batteries. These batteries are a low-cost type of lithium battery with increasing popularity for use in electric vehicles.
 - Liberty Bell Bay does not directly support the supply chain of critical or priority technologies. The manganese alloys produced at Liberty Bell Bay largely contributes to the supply chain of non-strategic commercial-grade steel.
 - Batteries, including LMFP, are considered a critical and priority technology. However, Liberty Bell Bay does not contribute to the manganese battery supply chain.
- Consequently, the response to Liberty Bell Bay has been managed by the department as an industrial capability issue, rather than as a critical minerals issue.

DEWR-led support for workers should job losses be announced

- Retrenched workers and their eligible partners have immediate access to tailored employment services under the Early Access initiative and can directly register with a Workforce Australia provider for support.
- An on-the-ground transition support network assists retrenched workers to find a new job as soon as possible.
- DEWR is working closely with Skills Tasmania and the network of Apprentice Connect Australia Providers, to ensure that if a redundancy program is announced, apprentices could have their apprenticeships transitioned to alternative employers in the region.
 - There is a pipeline of major projects across Northern Tasmania over the coming decade. If redundancies are announced, Australian and Tasmanian

Government services will support affected workers to find new jobs and build skills.

Employer responsibilities

- Employers must comply with requirements under the Fair Work Act and any industrial instruments, including recent amendments to improve safety, job security and fairness.
- The Fair Entitlements Guarantee (FEG), administered by DEWR, provides financial assistance to eligible employees in cases of employer liquidation or bankruptcy, where they have not been paid their entitlements.
 - If the company enters liquidation, eligible terminated employees will be able to claim financial assistance for unpaid employee entitlements through FEG.
 - FEG is a scheme of last resort that funds outstanding employee entitlements where these cannot be obtained from other sources.

DEWR Job Coordinator for North and North-West Tasmania

- Job Coordinators are on the ground and can develop solutions for businesses and communities. They bring together businesses, employment and skills services and community organisations to connect people to training, jobs and support services.
- They can:
 - Connect individuals with programs, services, funding opportunities and resources in their local area.
 - Provide advice to help businesses get the most out of hiring practices to attract and retain the right staff.
 - Work with organisations to develop workforce initiatives and solutions.
 - Share information and insights about skills and workforce priorities.

Attachment C

Biographies

s 22(1)(a)(ii)

**Steve Murphy,
National
Secretary,
Australian
Manufacturing
Workers Union
(AMWU)**



Steve Murphy has been National Secretary of the Australian Manufacturing Workers' Union since September 2020, having previously held the position of NSW State Secretary since September 2017.

Steve has worked for the AMWU since he was elected as a workplace delegate when he was a young tradesperson in the Hunter Valley in 1998. Steve represents the AMWU on the ACTU Executive and is an elected ACTU President.

Steve is a member of the Ministerial Advisory Council on Skilled Migration and the National Construction Industry Forum which provides advice to government on issues relating to work in the construction industry. He is also a member of the Industrial Decarbonisation and Green Metals Advisory Panel.

s 22(1)(a)(ii)

**Jacob Batt,
Branch
Secretary
Tasmania
(AMWU)**



Jacob Batt is the Tasmanian state secretary of AMWU. As the State Secretary, he has been at the forefront of advocating for workers' rights and has played a significant role in negotiating better terms and conditions for union members. His tenure has been noted for active campaigns to support the manufacturing sector in Tasmania, ensuring that it remains competitive and sustainable.

s 22(1)(a)(ii)

Nick Walker, Liberty Bell Bay member (AMWU)	<i>No public bio details found</i>
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s 22(1)(a)(ii)

Attachment D**Talking points**

- I want to reiterate my concerns on the impact of current uncertainty on the Liberty Bell Bay workers and their families.
- The Commonwealth has made a joint \$3 million commitment with the Tasmanian government to fund wages of employees whilst a sale process is underway.
- The department is continuing to work closely with other Commonwealth departments, the Tasmanian Government and the administrators to support workers, secure the best possible outcome for the facility and the Bell Bay community.
- George Town is an important industrial community. Important to Tasmania and important to Australia. We want that to continue.
- Requests for taxpayer support must undergo robust analysis to ensure solutions are targeted, sustainable and valuable to Australia.
- The Commonwealth Government's preferred outcome here is for the administrators to secure a new buyer to provide for the continues operation of the facility.

- However, the Commonwealth Governments has comprehensive programs in place to assist workers facing job loss, and those affected by retrenchment events.
 - All retrenched workers and their partners have access to employment services support through Workforce Australia.
 - The Transition Support Network ensures employers and workers understand their rights and obligations during redundancy.

Send
Update

Title

10:00 (AEST) MEETING WITH DELEGATION FROM ^{s 22(1)(a)(ii)} AMWU & ^{s 22(1)(a)(ii)} RE LIBERTY BELL BAY | CTC: ^{s 47F}
^{s 47F} | BN: MB26-000448 [SEC=OFFICIAL]

Required

☐ APH - M1.24 Meeting Room - 10 People - VC; ☐ DLO King; ^{s 22(1)(a)(ii)}

Optional

Start time

Wed 13/05/2026



10:00 AM

☐ All day

Time zones

End time

Wed 13/05/2026



10:30 AM



Make Recurring

Location

APH - M1.24 Meeting Room - 10 People - VC

Rooms



URGENT meeting request - Liberty Bell Bay worker delegation- Minister King.pdf
.pdf File



RE: Worker Delegation - Liberty Bell Bay Joint Union Caucus - Meeting Request 11-13 May.msg
.msg File



MB26-000448.pdf
.pdf File



MB26-000448.pdf
2 MB



s 47F

Subject: Copy: 09:15 (AEDT) JOINT MEETING WITH s 22(1)(a)(ii) : s 22(1)(a)(ii) WITH OFFSHORE OI &
GAS WORKERS, SEAFARERS & REPRESENTATIVE UNIONS | CTC: s 47F
| BN: MB26-000269 [SEC=OFFICIAL]

Location: s 22(1)(a)(ii) OFFICE MG-50

Start: Wed 1/04/2026 9:15 AM

End: Wed 1/04/2026 9:45 AM

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Minister King

Required Attendees King, Madeleine; DLO King; s 22(1)(a)(ii) ; s 47F

From: s 22(1)(a)
To: s 22(1)(a) ; [Invitations King](#)
Cc: s 22(1)(a)(ii) s 22(1)(a)
Subject: Re: s 22(1)(a)(i) and Unions Meeting Request - Offshore Oil and Gas Safety [SEC=OFFICIAL]
Date: Monday, 23 March 2026 4:19:34 PM
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.jpg](#)
[image004.jpg](#)
[image005.jpg](#)

CAUTION - This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear s 22(1)(a)(ii)

Thank you for the return and for the Minister's time to meet on this issue. I will add the time to the delegation's diary and we look forward to meeting on the 1st at 9:15am.

Kind regards,

s 22(1)(a)(ii)

From: s 22(1)(a)(ii)
Sent: Monday, 23 March 2026 4:03 PM
To: s 22(1)(a)(ii) Invitations King
<Invitations.King@resources.gov.au>
Cc: s 22(1)(a)(ii)
Subject: RE: s 22(1)(a)(i) and Unions Meeting Request - Offshore Oil and Gas Safety [SEC=OFFICIAL]
22(1)

OFFICIAL

Good afternoon s 22(1)
() (ii)

Thanks for your email.

The Hon Madeleine King MP is happy to meet. We have arranged for you and your delegation to meet with Minister King and s 22(1)(a)(ii) at the same time.

The meeting time will be 09:15 on Wednesday 01 April in s 22(1)(a)(ii) office, MG-50.

s 22(1)(a)(ii) s 22(1)(a)(ii) will also email you regarding the meeting.

Please contact me if you need anything further.

Please note : By accepting this meeting time and date, you are aware that due to Sitting Week and Parliamentary Proceedings taking priority the Minister's diary may change with little notice and the Chief of Staff or an Adviser may need to take this meeting in lieu of the Minister. This is outside of the control of the Minister, and we will do our best to accommodate the meeting with the Minister where possible.

Kind regards

s 22(1)(a)(ii)

Executive Assistant to the Minister / Office Manager

Office of the Hon Madeleine King MP

Minister for Resources

Minister for Northern Australia

CANBERRA : s 22(1)(a)(ii)

M : s 22(1)(a)(ii) | E s 22(1)(a)(ii)



OFFICIAL

From: s 22(1)(a)(ii)

Sent: Monday, 16 March 2026 08:27

To: Invitations King <invitations.king@industry.gov.au>

Subject: s 22(1) and Unions Meeting Request - Offshore Oil and Gas Safety

CAUTION - This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Minister King,

On behalf of the s 22(1) and Unions I am inviting you to meet with offshore oil and gas workers, seafarers, and their unions to discuss urgent health and safety issues affecting workers in these high-risk industries, and the gaps in rights and regulatory coverage that leave many workers unprotected.

Our delegation will be in Canberra to meet on **Tuesday the 31st of March, and Wednesday the 1st of April.**

We will also be launching **Beneath The Surface**, a comprehensive research paper on safety issues in the offshore oil and gas industry. This report includes over 500 surveys by workers from the Australian Manufacturing Workers' Union (AMWU), the Australian Workers' Union (AWU) and the Maritime Union of Australia (MUA).

Every worker has the right to a safe and healthy working environment. Despite this,

hundreds of workers are killed in incidents at work in Australia each year, with thousands more dying from work-related diseases and injuries. Offshore oil and gas workers and seafarers undertake dangerous tasks in some of the most remote and isolated parts of the planet. They face serious physical and psychological hazards—and yet many have among the least rights of any workers in Australia.

In Australia, these industries are dominated by powerful multi-national resource companies. Too often, companies are effectively allowed to set their own safety rules with limited oversight. This has resulted in reduced rights for workers and their unions, and in some cases, workers not being covered by Australian safety legislation or a regulator at all.

Recently unions secured a commitment by the Federal Government to review the laws governing seafarers and offshore workers with the aim of closing these gaps. This review, which is due later this year must ensure that offshore workers have the same rights as all other workers in Australia and are afforded the highest level of protection.

We appreciate the opportunity to meet and discuss the review and give you an opportunity to meet workers with lived experience in the offshore sector and hope you can make the time to discuss tackling this critical issue.

Kind regards,

s 22(1)(a)(ii)

From: s 22(1)(a)
To: s 22(1)(a)
Cc: s 22(1)(a) ; s 22(1)(a)(ii) s 22(1)(a)(ii)
Subject: RE: s and Unions Meeting Request - Offshore Oil and Gas Safety [SEC=OFFICIAL]
Date: Monday, 23 March 2026 4:12:13 PM
Attachments: [image001.jpg](#)

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CAUTION - This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon s 22(1)(a)(ii) s 22(1)(a)(ii)

Confirming your meeting with s 22(1)(a)(ii) and Minister King on **Wednesday 01 April, 9:15am – 9:45am** at our office (**Suite MG.50**, Parliament House).

Info for arrival if you don't have a Parliament House security pass (please ensure you bring photo ID). Please arrive 15 mins prior to the meeting. Upon arrival, please call our office on s 22(1)(a)(ii) and we will come and collect you.

Note we can accommodate upto 6 officials for this meeting, can you please confirm who will attend on your end as soon as practical please.

Warmest regards,

s
22(1)

s 22(1)(a)(ii)

OFFICIAL

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

DEPARTMENT OF INDUSTRY, SCIENCE AND RESOURCES

MB26-000269

To: Minister for Resources

JOINT MEETING WITH s 22(1)(a)(ii) : s 22(1) WITH OFFSHORE OIL & GAS WORKERS, SEAFARERS & REPRESENTATIVE UNIONS**Timing:** For meeting on 1 April 2026, 9:15am – 9:45am AEDT**Meeting with:** s 22(1) offshore oil and gas workers, seafarers and their representative unions, s 22(1)(a)(ii)**Prior meetings:** Nil.**Proposed note taker:** Nil.

What we want: To hear from the s 22(1) and offshore oil and gas workers, seafarers and their representative unions about health and safety issues. To reiterate the Government has committed to identifying opportunities to align the offshore petroleum and greenhouse gas storage regime with the *Work Health Safety Act 2011* (WHS Act) where equal or better safety outcomes could be achieved, and is finalising the Safety Harmonisation Review. s 22(1)(a)(ii)

What they want: We understand the purpose of the s 22(1) and unions' meeting request is:

- to discuss health and safety issues affecting offshore oil and gas workers and seafarers in these high-risk industries, and any gaps in rights and regulatory coverage that may leave workers unprotected.
- for workers to discuss their lived experience in the offshore sector with s 22(1)(a)(ii) and yourself.
- to discuss the launch of *Beneath the Surface*, a comprehensive research paper on safety issues in the offshore oil and gas industry.

Company Overview: s 22(1)(a)(ii)

Affiliated unions include the Australian Manufacturing Workers' Union (AMWU), s 22(1)(a)(ii)

Clearing Officer:	s 47F	A/g General Manager Offshore Strategy Branch Oil and Gas Division	Ph: s 47F Mob: s 47F
Contact Officer:	s 47F	Manager Offshore Safety Offshore Strategy Branch Oil and Gas Division	Ph: s 47F Mob: s 47F
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Issues and Sensitivities:*Beneath the Surface report*

1. The ACTU's will be launching *Beneath the Surface*, a comprehensive research paper on safety issues in the offshore oil and gas industry.
 - a. This report has been developed following an ACTU survey of over 500 workers from the AMWU, AWU and MUA.
2. A copy of *Beneath the Surface* has not been provided to the department in advance of your meeting with the ^(s) ~~s~~ 22(1). However, the ACTU presented on the survey results that informed the paper during a NOPSEMA Health and Safety Representatives Forum on 12 March 2025. The slides for that presentation are attached (see Attachment B).
 - a. The ACTU's survey found that offshore workers were three times more likely to be exposed to hazardous manual tasks. The survey also provided the ACTU with data on bullying and harassment, work and safety culture, mental health, rostering and fatigue, workers' fears of reporting or speaking out, travel arrangements, accommodation and food, and internet connection and entertainment.

s 47C

Safety Harmonisation Review

4. You announced the Safety Harmonisation Review (Review) on 15 February 2024.
 - a. The Review is a targeted Review to identify opportunities to further align the offshore oil and gas safety regime with the *Work Health and Safety Act 2011*, where appropriate and equal or better outcomes could be achieved for offshore workers.

s 47C

S 47C

OHS(MI) framework reforms

8. The OHS(MI) framework provides the work health and safety (WHS) legislative framework for a defined part of the Australian maritime industry. It has not been substantially amended since enactment and is not consistent with the model WHS laws.
9. Consultation undertaken by the DEWR in 2024 found there is broad support for harmonisation of the OHS(MI) framework with the model work health and safety laws (WHS laws), subject to additional consultation.
10. DEWR expects to commence consultation on reforming maritime safety laws to harmonise the OHS(MI) Act with the model WHS laws in April 2026. Further consultation on the OHS(MI) Regulations and industry Codes of Practice will then follow.
11. Coverage under the OHS(MI) Act is complex, and several tests must be applied to determine if a vessel is covered. This is a long-standing issue that has consistently been raised during consultation with unions, industry groups, and the Australian Maritime Safety Authority.

S 47C

Consultation with the Partnerships and Projects Division, Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts: NIL

13. The matter is not relevant to the Northern Australia portfolio.

Other Consultation: YES

14. Department of Employment and Workplace Relations

Attachments:

- A:** Talking points
- B:** ACTU presentation at NOPSEMA HSR Forum, 12 March 2025

DEPARTMENT OF INDUSTRY, SCIENCE AND RESOURCES

Attachment A

Talking points

- The health and safety of Australia's offshore workers is a top priority for the Government and offshore resources sector.
- Australia's offshore resources safety regime is well-regarded internationally and compares well alongside domestic high-risk industries.
- The regime is reviewed regularly to ensure it remains fit for purpose.
 - Important reforms to enhance offshore worker safety, health and wellbeing commenced in June 2025, following a comprehensive review and legislative amendments in 2024.
 - The Government is currently examining opportunities to further align the offshore oil and gas safety regime with the *Work Health and Safety Act 2011* through its Safety Harmonisation Review.

If asked: what is the status of the Safety Harmonisation Review?

S 47C

- The timing and focus of next steps for the Review will be determined by Government.



Offshore WHS

NOPSEMA HSR FORUM

PERTH, 12 MARCH 2025

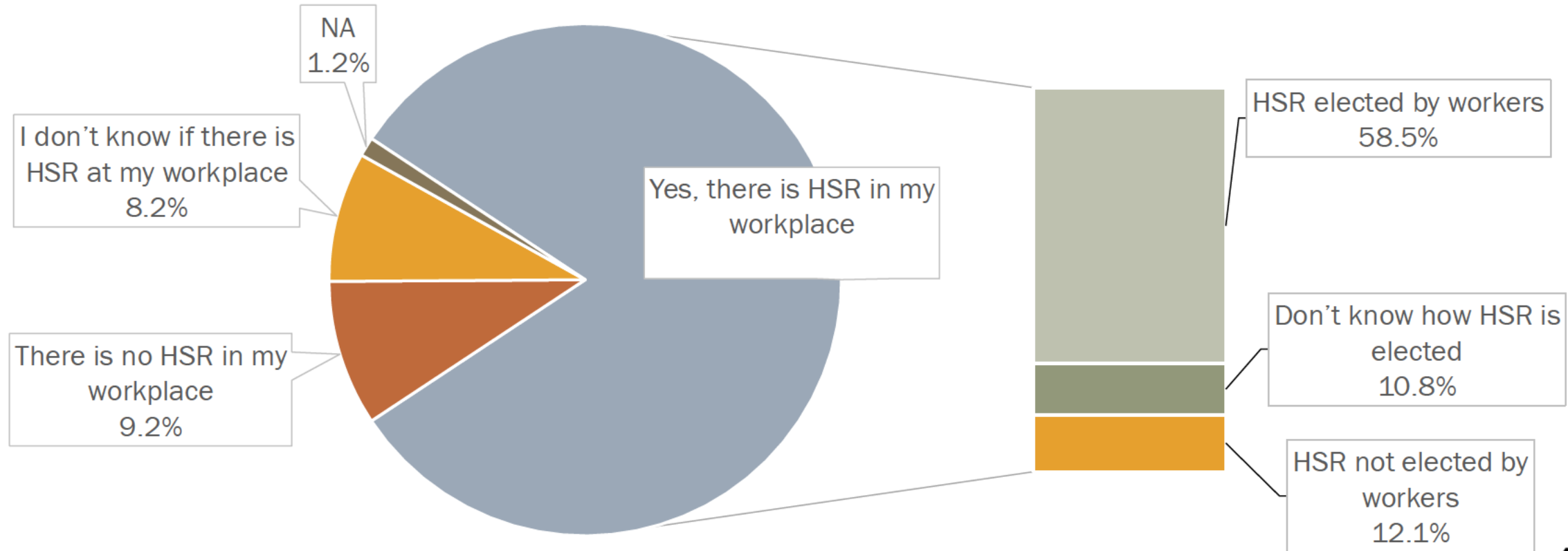
ACTU

Offshore WHS survey

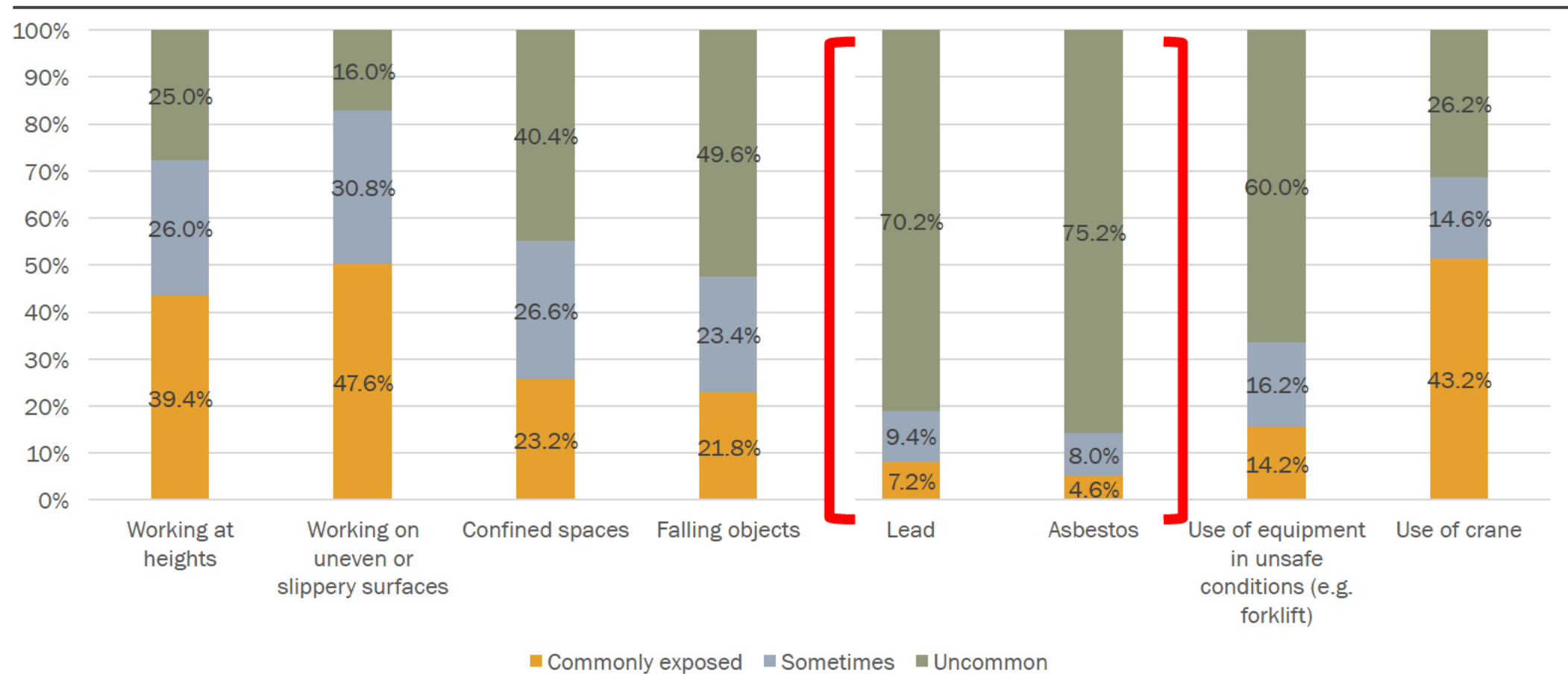
- AWU, AMWU and MUA sent a link to the survey to members who work offshore
- 501 completed responses
- Survey asked about worker's experience of offshore workplace health and safety, including:
 - Exposure to physical and psychological hazards
 - Representation in the workplace
 - Work-related injury and illness
 - Offshore living environment
 - Safety culture



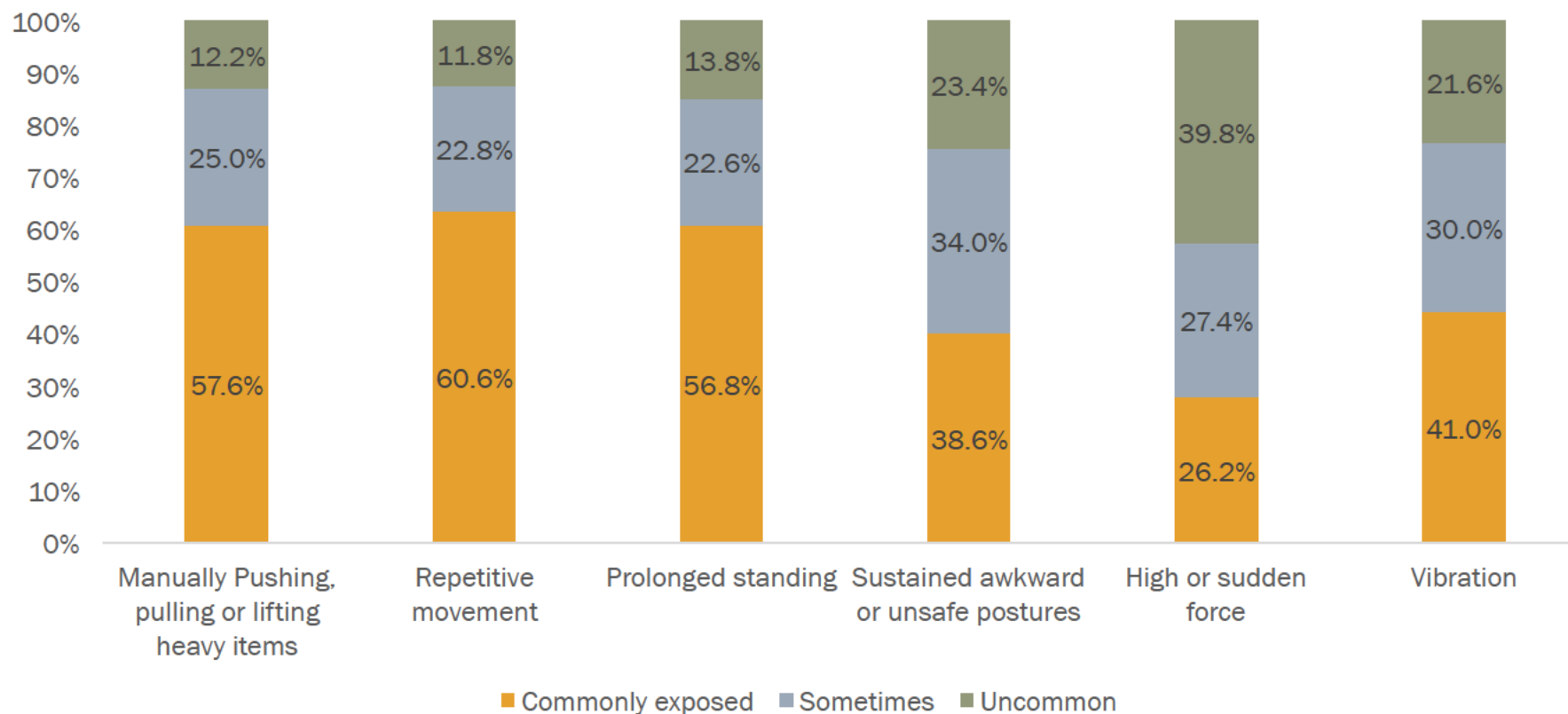
Health and Safety Representatives



Exposure to Hazards



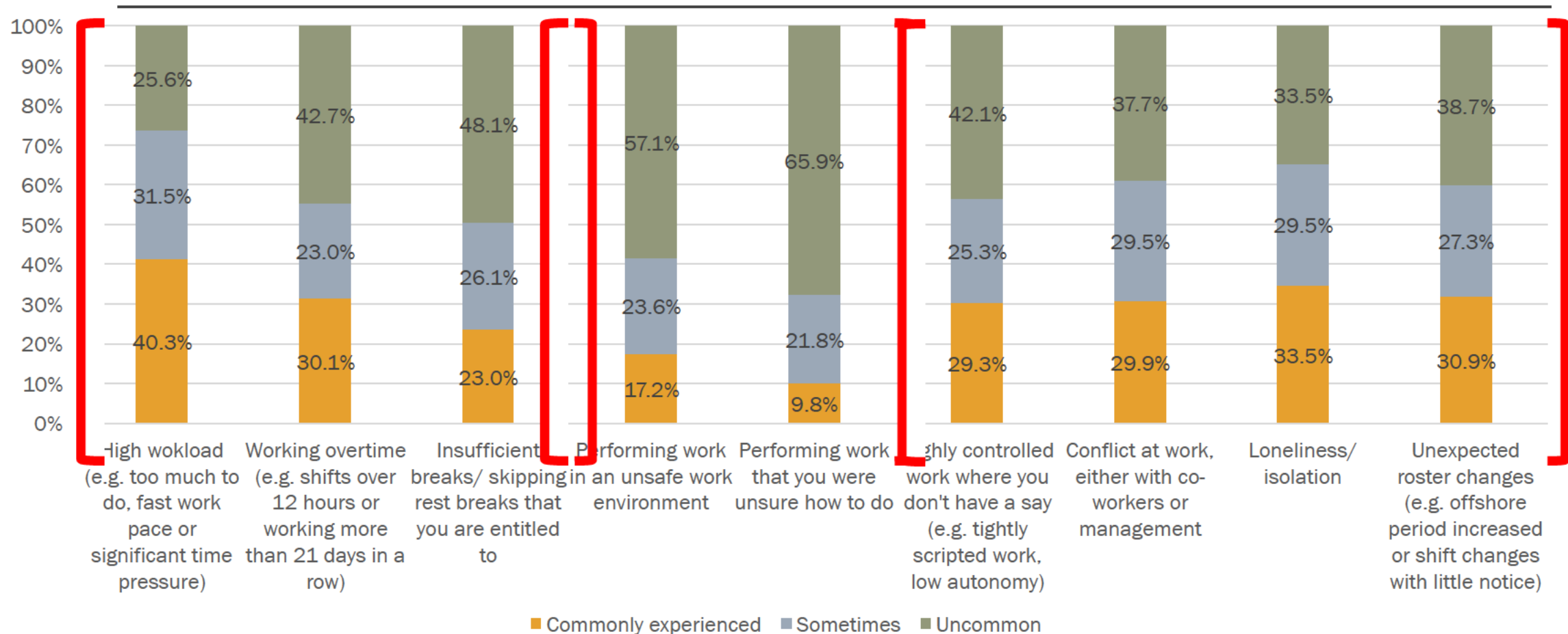
Hazardous Manual Handling Exposure



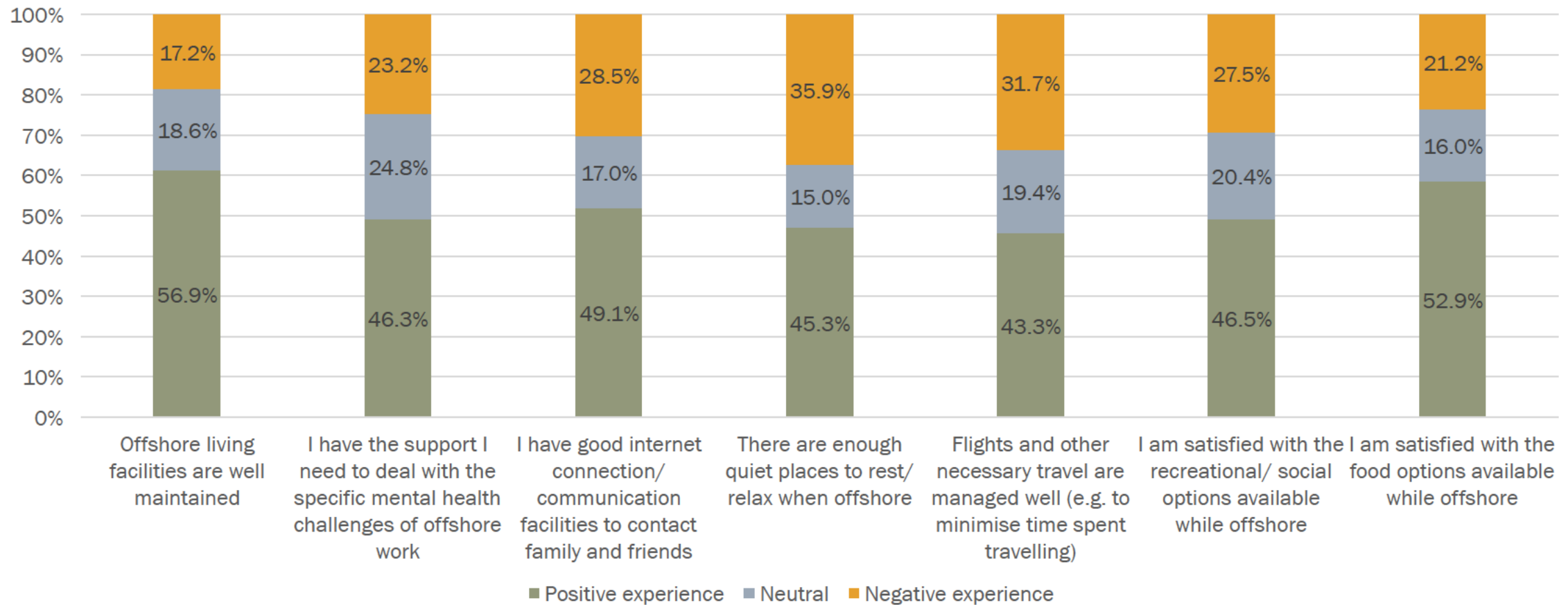
Offshore workers are 3 times more likely to be exposed to hazardous manual tasks

Source: Work Shouldn't Hurt 2023

Psychosocial Hazards Exposure

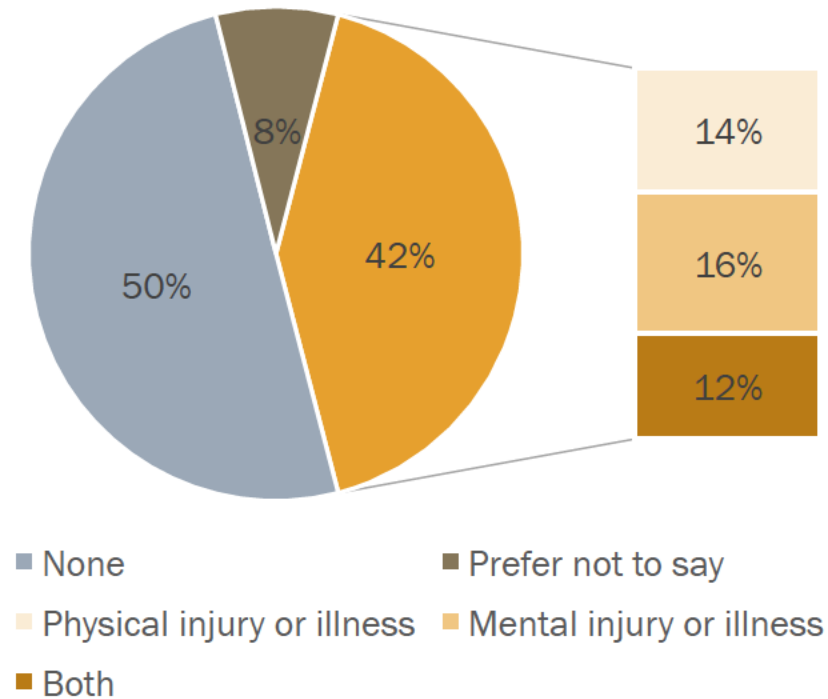


Offshore Living Environment

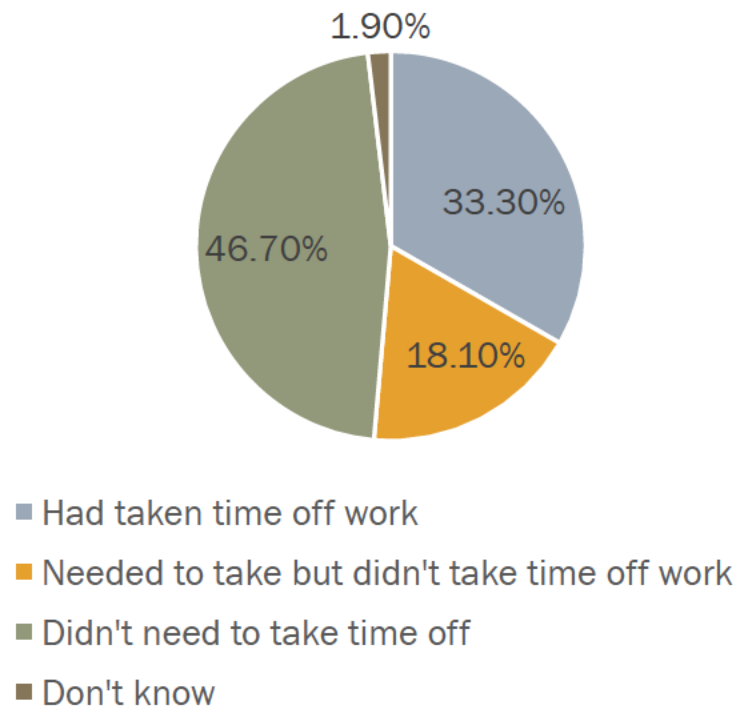


Experience and Response to Injury or Illness

Experience of injury or illness in last 12 months



Response to injuries or illness



Offshore workers are more likely to be injured physically (2 times) and mentally (+50%) compared to general population

Source: *Work Shouldn't Hurt 2023*

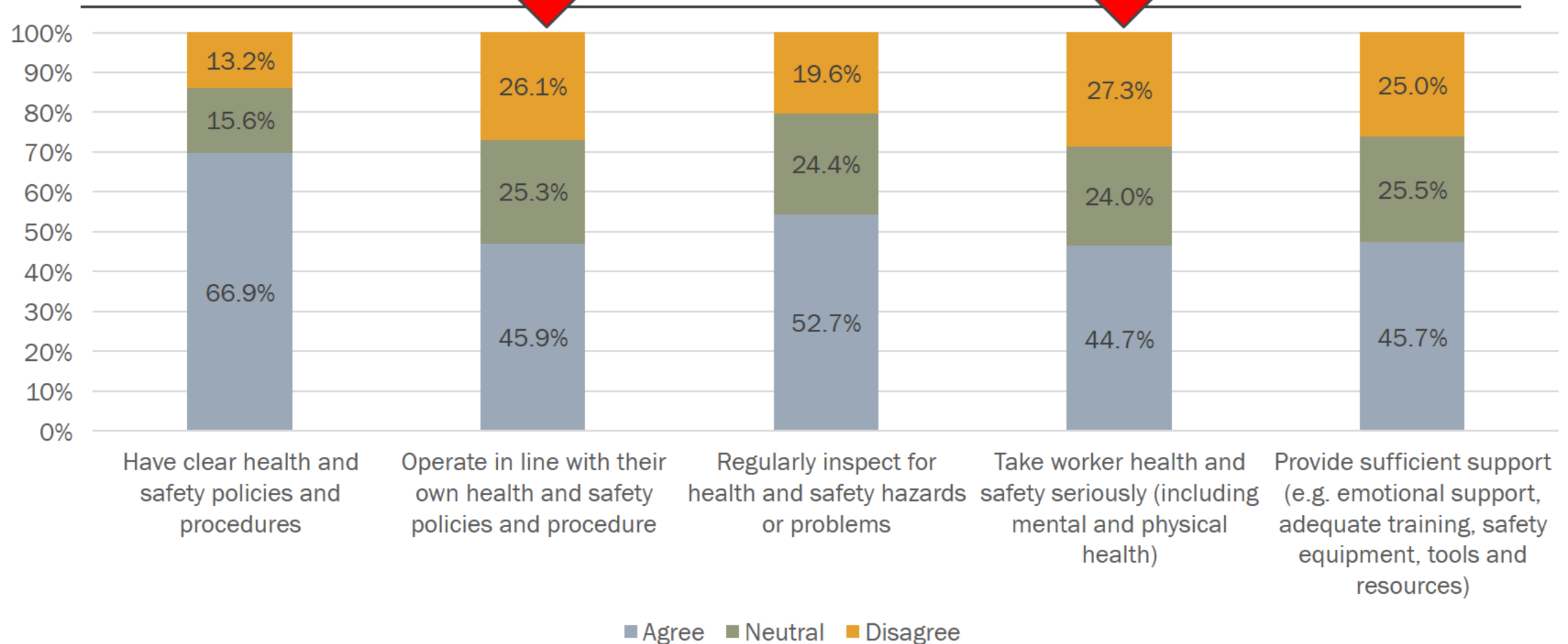
Reasons for not taking time off

Offshore workers are nearly twice as likely to be concerned that taking time off would negatively affect their job (71% v 42%)

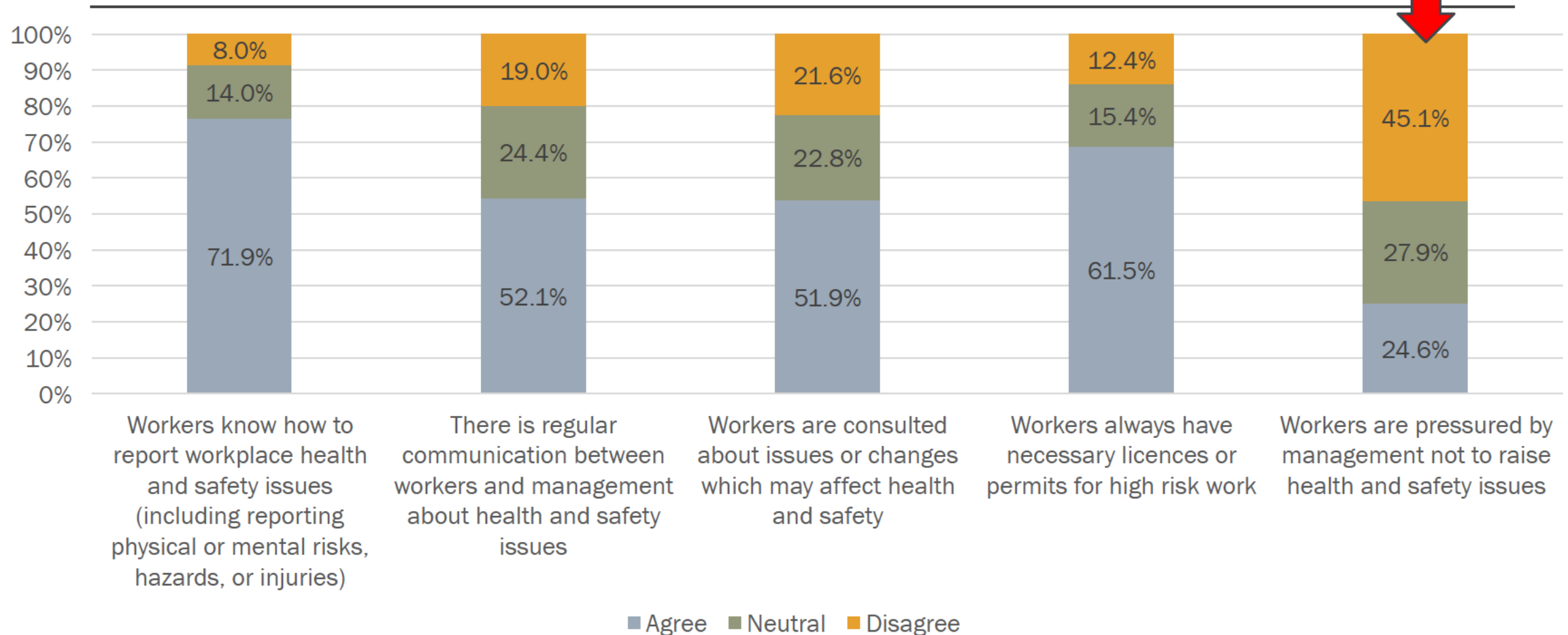
Source: *Work Shouldn't Hurt 2023*



Workplace WHS Culture



Workplace WHS Culture





Harmonisation

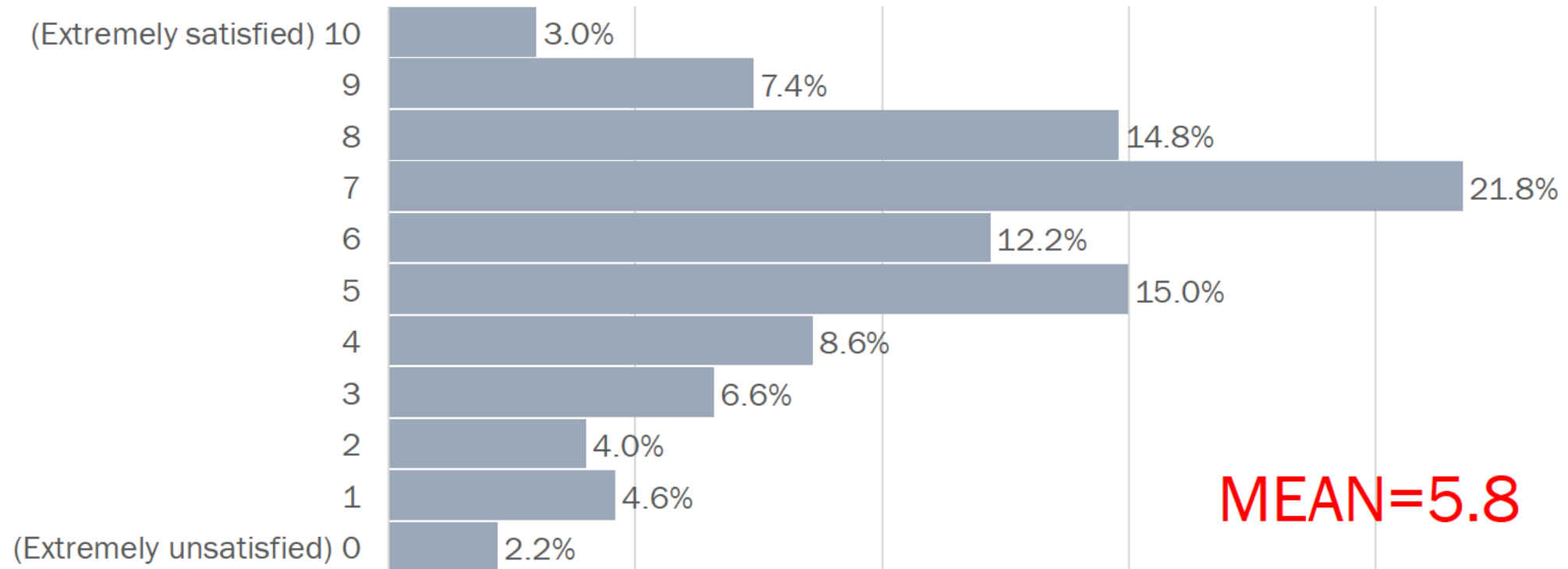
strengthening rights and
closing gaps



Thank you

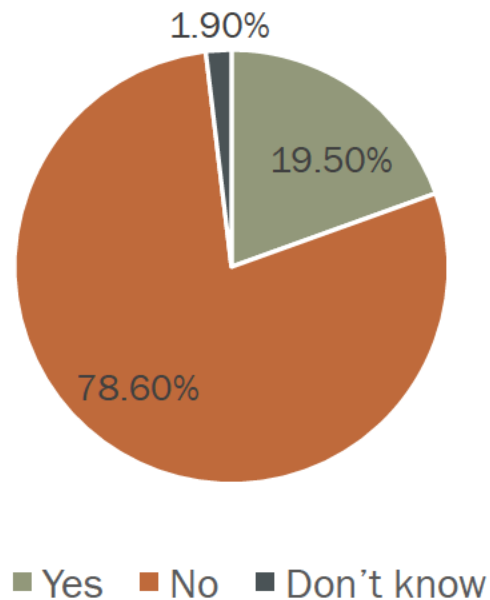
Questions?

Overall Satisfaction Rating with WHS

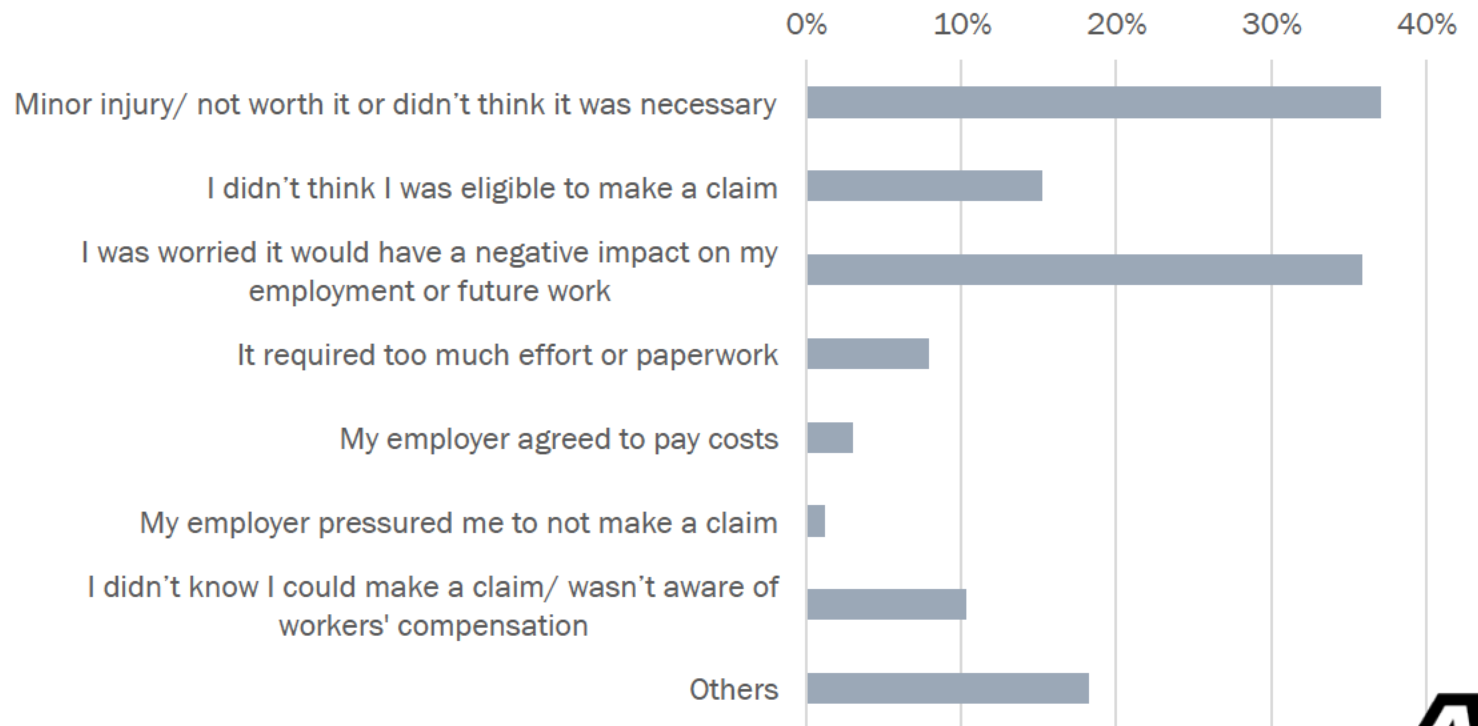
**ACTU**

Experience in Workers' Compensation

Whether a claim is made



Reasons for not making a claim



Workplace WHS Culture

