

# Strengthening Protections for Queensland Workers Amendment Bill 2026

## Statement of Compatibility

Prepared in accordance with Part 3 of the *Human Rights Act 2019*

In accordance with section 38 of the *Human Rights Act 2019*, I, Shannon Fentiman MP, Shadow Treasurer and Shadow Minister for Women make this statement of compatibility with respect to the *Strengthening Protections for Queensland Workers Amendment Bill 2026*.

In my opinion, the Bill is compatible with the human rights protected by the *Human Rights Act 2019*. I base my opinion on the reasons outlined in this statement.

### Overview of the amendments

The intent of the Bill is to implement reforms from the *Respect at Work and Other Matters Amendment Act 2024* that were delayed by the Crisafulli LNP Government. The policy objectives and overview of the Bill are outlined in the detailed Explanatory Notes of the Bill, which are mirrored on the previous Explanatory Notes of the former Labor Government's legislation, passed by the Queensland Parliament in 2024.

This Bill should not have to be introduced as enhanced and strengthened protections for Queenslanders can be achieved by the Crisafulli LNP Government's Attorney-General signing into law the protections that the Crisafulli LNP Government have indefinitely paused, which were already considered by the Queensland Parliament in 2024 and were due to commence on 1 July 2025, if it were not for the actions of the Crisafulli LNP Government who took steps to delay the protections commencing.

### Human Rights Issues

The human rights issues are outlined in the Statement of Compatibility with Human Rights for the *Respect at Work and Other Matters Amendment Bill 2024* and the Statement of Compatibility with Human Rights contained in the former Labor Attorney-General's amendments for the *Respect at Work and Other Matters Amendment Bill 2024*, see:

- <https://documents.parliament.qld.gov.au/bills/2024/3222/Respect-at-Work-and-Other-Matters-Amendment-Bill-2024---Statement-of-Compatibility-7cfa.pdf>
- <https://documents.parliament.qld.gov.au/bills/2024/3222/Respect-at-Work-and-Other-Matters-Amendment-Bill-2024---SoC-to-Govt-ACiD-5db4.pdf>

In my opinion any impacts on any relevant human right are limited and proportionate to the outcome being sought by the Bill.

## Conclusion

In my opinion, the Bill is compatible with human rights under the *Human Rights Act 2019* because it limits human rights only to the extent that is reasonable and demonstrably justifiable in a free and democratic society based on human dignity, equality and freedom.

**THE HONOURABLE SHANNON FENTIMAN MP**  
SHADOW TREASURER AND SHADOW MINISTER FOR WOMEN

© The State of Queensland 2026