



2025 Annual Statement of Compliance: Commonwealth Child Safety Framework

Commitment to child safety

The Fair Work Commission (the Commission) is committed to providing a safe environment for children and young people who may interact with it, consistent with the Commonwealth Child Safety Framework (the Framework). We acknowledge the importance of being a child safe organisation. All Commission staff and Members share responsibility for providing a safe environment for children and young people.

The Commission's interaction with children and young people

The Commission is Australia's national workplace relations tribunal carrying out functions under the Fair Work Act 2009. We make awards, approve enterprise agreements, and help resolve issues at work, including about termination of employment, bullying and sexual harassment, and discrimination. We also regulate trade unions and employer organisations. Most, but not all, Australian workers are 18 years or older.

Commission staff and Members have minimal interaction with young workers (under 18 years) in the performance of their duties. In 2024-25, we identified that a young worker was involved in less than one per cent of cases.

Virtually all our contact with young workers is by email, video or telephone. We may interact with young workers in responding to enquiries about the Commission's functions, most often by telephone, but also occasionally at a counter (face-to-face) and in writing. Enquirers rarely disclose their age. We may also interact with young workers while dealing with a case that is before the Commission. This could be because a young worker is a party to a case or can provide relevant information about a case as a witness. We may interact by email, telephone, video or, less often, in person.

The Commission does not administer Australian Government programs, grants or policies for children or young people, nor does it fund any individuals or organisations to provide services directly to children or activities that involve contact with children.

Annual risk assessment as at 31 October 2025

The Commission has conducted a risk assessment of our engagement with children and young people for the reporting period of 1 November 2024 to 31 October 2025. We determined that our overall level of risk, with control measures in place, is low.

The Commission is not a child-related organisation and does not perform any child-related work. Our interactions with young workers are limited to the short period during which we are dealing with a case under the Fair Work Act 2009.

We gather information about the age of participants in cases about individual rights that are most likely to involve young workers, such as termination of employment, bullying and

sexual harassment, and discrimination. For cases about collective disputes, most often the age of people involved in a case is not disclosed unless it is relevant to dealing with the case (such as because it concerns employment of apprentices, or young workers in the hospitality industry). In collective cases, young workers are most often supported by a union or representative.

Where identified, we routinely ask young workers to be accompanied by a parent, guardian or legal representative during proceedings.

A Commission Member has wide discretion about how a case will be conducted. Rarely, a Member may require a young worker to appear face-to-face in a conference or hearing. Members consider all the circumstances of a case when they decide whether to hold a conference or hearing online or face-to-face. This includes the wellbeing and safety of young workers.

Calls to the Commission's information line are routinely recorded, as are Commission proceedings. Public areas of the Commission are monitored by CCTV and many proceedings are held in public.

Commission staff and Members dealing with cases most likely to involve vulnerable people routinely undertake training in trauma-informed practice.

The Commission does not offer a work experience program or school visits for school students.

Child safety initiatives

In the year ended 31 October 2025, the Commission:

- adopted and published a Child Safety and Wellbeing policy that adopts and implements the National Principles for Child Safe Organisations (National Principles)
- published a dedicated webpage about the Framework
- implemented training and compliance about the Framework and relevant legislation, including mandatory reporting requirements.

Compliance with the Framework

The Commission complies with the Framework. It has published a Child Safety and Wellbeing policy that adopts and implements the National Principles. It provides training and information about the Framework and relevant legislation, including mandatory reporting requirements.

The Commission undertakes annual risk assessments about risks to child safety and publishes an annual statement of compliance with the Framework.