1. For workers covered by the Queensland Industrial Relations system, it has been five years since the *Industrial Relations Act 2016* (IR Act) was introduced following a comprehensive review conducted by Mr Jim McGowan AM in 2015.
2. Since commencement of the IR Act on 1 March 2017 there have been changes made to the national industrial relations system and the Australian Human Rights Commission’s *Respect@Work: Sexual Harassment National Inquiry Report* (*Respect@Work Report*) has been published.
3. In May 2021, the Premier and Minister for Trade, and the Minister for Education, Minister for Industrial Relations and Minister for Racing, announced a five-year review of the IR Act (the Review). In June 2021, the Review commenced under approved Terms of Reference led by two independent reviewers—Mr John Thompson and Ms Linda Lavarch.
4. The *Five-Year Review of Queensland’s Industrial Relations Act 2016 – Final Report* (Review Report) makes 40 recommendations which focus on updating provisions in the   
   areas of workplace sexual harassment, registered organisations, minimum standards, apprentices, job security and collective bargaining to better reflect evolving community standards for the workplace.
5. The Queensland Government’s Response to the Review Report accepts 36 recommendations in full and accepts four of the recommendations in principle.
6. Cabinet noted the Five-Year Review of Queensland’s *Industrial Relations Act 2016* – Final Report (Review Report).
7. Cabinet approved the Queensland Government’s response to the 40 recommendations in the Review Report.
8. Cabinet approved that the Review Report and the Queensland Government’s response be released publicly.
9. Cabinet approved to amend the *Industrial Relations Act 2016* to give effect to the recommendations of the Review Report.
10. *Attachments*:
    * [*Five-Year Review of Queensland’s Industrial Relations Act 2016 – Final Report*](Attachments/Report.PDF)
    * [Queensland Government Response to the Review Report recommendations](Attachments/Response.PDF)