

Resources for sex work workplaces and workers

Review our health and safety guidance and resources for sex workers and businesses that provide sex work services including massage shops.

Following the decriminalisation of sex work in Queensland, all sex workers and sex work businesses will be covered by work health and safety legislation. The changes come into effect on 1 August 2024 and will mean that the same workplace health and safety laws that apply to all Queensland businesses, apply to sex work businesses and sex workers. This includes the [Work Health and Safety Act 2011](#), [Work Health and Safety Regulation 2011](#), codes of practice and guidance documents.

The [Sex work - Work health and safety guidance 2024](#) (PDF, 1.32 MB) has been developed to support businesses and workers to understand their workplace health and safety rights and duties. The guidance provides industry-specific information about workplace hazard management including the use of personal protective equipment (PPE), how to manage psychosocial hazards and risks, guidance for working safely in a variety of environments and the reporting of incidents.

Queensland Parlor Register provides opportunity to confirm Work health and safety guidance has been read and viewed. This may exempt massage businesses from compliance inspections.

Multilingual versions of the guidance document are available in Thai, Korean and Mandarin/Simplified Chinese.

Workers' compensation and sex workers

As a result of decriminalisation, workers engaged in the sex industry are now entitled to be covered under Queensland's workers' compensation scheme for work-related injury or illness. A 'worker' for purposes of workers' compensation coverage is defined under the *Workers' Compensation and Rehabilitation Act 2003* (the Act).

Queensland's workers' compensation scheme does not cover self-employed individuals or independent contractors in most circumstances. This is universal across all industries. As each worker's circumstances are considered on a case by case basis, a worker or employer in the sex industry should discuss their arrangement with WorkCover Queensland. In addition, WorkCover Queensland

offers workplace personal injury insurance to persons who are not workers as defined by the Act. This insurance is not mandatory and other insurance products are also available in the private insurance market. Further details about who is considered a 'worker' for workers' compensation purposes can be found at [Who should I cover? | WorkSafe.qld.gov.au](#).