



Labour hire workers

Fact sheet: Protecting your workmates

Victoria's labour hire licensing scheme acts to protect workers and improve the integrity and transparency of the industry.

Broadly speaking, a labour hire arrangement exists where a business supplies workers to work at a host business – this can be in any industry, and is common in:

- Horticulture
- Security
- Commercial cleaning
- Meat and poultry processing.

The Labour Hire Authority (LHA) oversees the licensing scheme – including monitoring, compliance and enforcement.

The scheme was established in 2018 following inquiries and reports that found widespread exploitation of labour hire workers and unlawful behaviour by providers.

Under the scheme, labour hire providers must hold a licence, and anyone using their services must only use licensed providers.

Significant penalties apply for providing or using unlicensed labour hire services. A public register of all licensed providers is available on the LHA website.

LABOUR HIRE LICENSING

Labour hire providers must be run by 'fit and proper' persons and must meet a range of obligations to workers, including around:

- workplace entitlements
- tax and superannuation
- occupational health and safety
- workers compensation
- migration
- accommodation standards.

Significant penalties may apply for breaches of the *Labour Hire Licensing Act 2018 (Vic)*:

- **over \$600,000 for a company**
- **over \$150,000 for an individual.**

MONITORING THE SCHEME

LHA has a team of compliance officers who monitor, investigate and enforce compliance.

Officers have a range of powers, including to:

- enter and search premises
- inspect or copy documents
- seek the assistance of other persons
- apply for a search warrant.

REPORT A PROBLEM

LHA encourages workers and the community to report any concerns or information about unlawful activity or misconduct.

It is against the law for you to be fired or penalised for raising an issue about your workplace rights. You can also ask for help from a worker representative body such as a union.

Reports to LHA remain confidential and are not disclosed to any person, except as required or authorised by law.

Call 1300 545 200 or submit a Report a Problem at labourhireauthority.vic.gov.au to confidentially report concerns.

Detailed information helps LHA to assess and respond to a report – include details such as:

- business names, ABN and addresses
- time and dates
- documents such as pay slips and timesheets
- messages, emails or other evidence.

MORE INFORMATION

labourhireauthority.vic.gov.au

Visit the LHA website to learn more.

You can also contact LHA on 1300 545 200 or enquiries@labourhireauthority.vic.gov.au

