Labour Hire Authority Host Campaign Stakeholder Kit.

May 2025





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STAKEHOLDER KIT

MEAT AND POULTRY HOSTS

Victoria's Labour Hire Authority (LHA) has launched a campaign to raise awareness among meat and poultry processing businesses of their legal obligation to only use licensed labour hire providers.

The campaign supports businesses to protect their operations and workers, and avoid penalties exceeding:

- \$630,000 for a company
- \$150,000 for an individual.

As a stakeholder with important connections across Victoria's meat and poultry processing sector, we ask for your support in sharing the information in this kit through your networks.

This kit includes links to visual files, social media posts, a fact sheet and posters in multiple languages for you to share.

You can also direct people to the campaign website at **labourhireauthority.vic.gov.au/meat-host**

We appreciate your contribution to this important campaign – if you have any queries, don't hesitate to contact LHA's communications team at <u>communications@labourhireauthority.vic.gov.au</u>



Fact sheet

Click the icon to download

LABOUR HIRE AUTHORITY Protect your business and your workers

If you run a meat processing business and you pay a company to provide workers, you're probably using labour hire services.

Labour hire workers may kill, dress, bone, slice, prepare, pack or process meat or poultry

Under Victorian law, businesses that supply these workers generally require a labour bire licence.

If you use an unlicensed labour hire provider, it could cost you - significant financial penalties, loss of contracts, workers, your reputation, even your business.

Host businesses that engage an unlicensed labour hire provider can face penalties exceeding:

 \$630,000 for a corporation \$150,000 for an individual.

Victoria's Labour Hire Authority (LHA) protects labour hire workers from exploitation and improves the transparency and integrity of the industry through licensing, compliance and enforcement activities.

CHECK AND FOLLOW YOUR CURRENT PROVIDERS

You can take two quick actions now to protect your business and support LHA in working towards a fairer industry for husinesses and workers



To access I HA's free tools, and more information, visit: labourhireauthority.vic.gov.au/check

6=0=2 pose your preferred language. If you are deal, or have a hearing or speech impairment, you can contact us through the National R e. Please visit www

INFORMATION FOR MEAT AND POULTRY PROCESSING BUSINESSES



Protect your business and your workers

COMMON ISSUES

To minimise risk to your business and workers, be aware of common issues in the industry.

Licence fraud

Licence fraud involves persons mispresenting themselves as being a licensed provider.

It can expose hosts to the risk of involvement with criminal elements, and the risk of participating directly in unlawful conduct.

Licence fraud also impacts licensed providers - as potential while also increasing the risk of harm to workers including loss of Reports should include details such as business names and

wages or entitlements. Hosts should be aware of potential indicators of licence fraud,

including: paper documentation that cannot be verified – e.g. licences,

- bank statements, contact details any provider information that does not match the Labour Hire
- Licence Register bank account names which either do not match a licensed
- provider, or which frequently change.

Businesses can contribute to a level playing field for legitimate labour hire providers, protecting workers and improving the

integrity of the labour hire industry by reporting issues such as attempted licence fraud to LHA using the Report a Problem tool.

Workplace health and safety

Under workplace health and safety laws, a host is taken to be the 'employer' of a labour hire worker if a provider supplies or places the worker to perform work at a host business.

Hosts should work with providers to consult, coordinate and cooperate with each other to meet shared workplace health and safety duties to labour hire workers

- This means they should:
- · share information that allows them to jointly manage health and safety
- · implement health and safety arrangements and respond to reasonable requests
- · work together to eliminate gaps in health and safety measures.

orised and published by the Labour Hire Authority, Bendigo VIC 3550. For translating and interpreter assistance call 131 450 and iose your preferred language. If you are deal, or have a hearing or speech impairment, you can contact us through the National Relay vice. Please visit www.relavservice.cov.au.

REPORT A PROBLEM Businesses can contribute to a level playing field for legitimate labour hire providers, protecting workers and improving the integrity of the labour hire industry by reporting issues to LHA.

Anyone with evidence that a husiness may not comply with its obligations in using or providing labour hire services can make a report, including around issues such as:

labour hire worker mistreatment

- unlawful behaviour, such as tax avoidance
- · unlicensed providers advertising or providing labour hire services

addresses, dates, relevant documents or evidence such as emails or screenshots

Submit a report at: labourhireauthority.vic.gov.au/report

MEAT AND POULTRY WORKERS

LHA has developed materials specifically for labour hire workers in the meat and poultry processing industries.

You may wish to print and share these materials at your business to support workers to report issues, such as pay or accommodation to LHA

The materials aim to raise workers' awareness of their rights and how to report unfair treatment by labour hire businesses

Materials include an A5 worker handout fiver and an A3 poster translated into multiple relevant languages.

To access these materials and more information, visit labourhireauthority.vic.gov.au/meat-worker

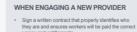
MORE INFORMATION

husinesses



You can also contact LHA on 1300 545 200





wages and entitlements. Include clear and specific expectations of the provider, including an obligation to advise you of any

BEFORE ENGAGING A NEW PROVIDER

Check the provider is licensed using LHA's Labour.

Do not rely on paper documentation – it could be

· Check the age of the provider's company and their

Ask for evidence of the provider's company structure.

hierarchy of control and contracting arrangements.

· Confirm that the company offering services is the

· Note who is named as running the business,

· If the person approaching you is not one of those

people, confirm their connection to the licensed

provider and authority to act, and ask to see an

Contact the provider's nominated officer using the details on the Register, to satisfy yourself that the

person or business is the licensed provider

Keep a record of these checks for reference.

same as the one listed on the Register

including any nominated officers.

Hire Licence Register.

illegitimate or out of date

identity document.

industry details.

subcontracting arrangements or changes to their business or licence status. Set clear expectations that the provider must comply with all workplace laws

orised and published by the Labour Hire Authority. Bendiao VIC 3550. For translating and interpreter assistance call 131 450 and



Click the icon to download

Meta square static

The social media tile has been translated into the following languages:

- Vietnamese
- Cantonese (Traditional Chinese)
- Mandarin (Simplified Chinese)
- Arabic
- Malay
- Indonesian
- Hindi

Primary text (125 characters)

If you run a meat processing business and you pay a company to provide workers, you're probably a labour hire host.

Headline (27 characters)

Check a labour hire licence.

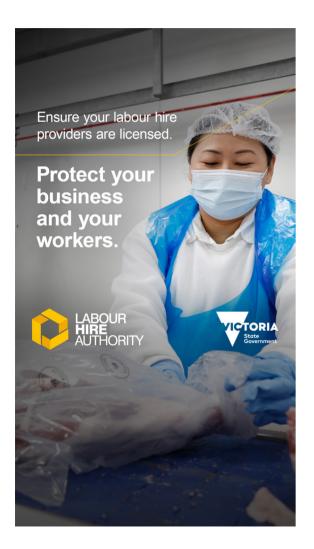
Description (27 characters)

We have tools to help.

Image headline

Ensure your labour hire providers are licensed.

Protect your business and your workers.



Meta portrait static

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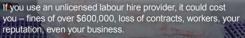
Protect your business and your workers.

Half page ad

Click the icon to download

Protect your business and your workers.

If you run a meat processing business and you pay a company to provide workers, you're probably a labour hire host. Under Victorian law, businesses that supply these workers must hold a labour hire licence, be run by fit and proper people and comply with all relevant laws.



For more information or to check your labour hire provider's licence visit labourhireauthority.vic.gov.au/meat-host



LABOUR HIRE AUTHORIT



A3 poster

Click the icon to download



If you run a meat processing business and you pay a company to provide workers, you're probably a labour hire host.



Under Victorian law, businesses that supply these workers must hold a labe hire licence, be run by fit and proper people and comply with all relevant law if you use an unicense labour here provider. If coald costly use - fines of over \$500,000, loss of contracts, workers, your reputation, even your business. For more information or to chock your labour here provider's licence visit labourhiresat/hordyrule_opoautimet-host

VICTORIA State Government The poster has been translated into the following languages:

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DL handout

Click the icon to download





Always check the labour hire licence.

If you run a meat processing business and you pay a company to provide workers, you're probably a labour hire host.

Under Victorian law, businesses that supply these workers must hold a labour hire licence, be run by fit and proper people and comply with all relevant laws.

If you use an unlicensed labour hire provider, it could cost you – fines of over \$600,000, loss of contracts, workers, your reputation, even your business.

For tools and tips to protect your business when engaging a labour hire provider, and to check your provider's licence, visit labourhireauthority.vic.gov.au/meat-host





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For more information visit

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