



FAIRER LABOUR HIRE. IT'S HOW WE WORK.

If you supply workers to a business

You may be a labour hire provider under the law and need a licence to operate.

If a business supplies workers to your company

You must use licensed labour hire providers.

Labour hire workers

Should only sign up with licensed labour hire providers.

VICTORIA'S LABOUR HIRE LICENSING SCHEME

Why a licensing scheme?

Victorian Parliament passed the Labour Hire Licensing Act 2018 on 20 June 2018 following the recommendations of the Victorian Inquiry into Labour Hire and Insecure Work, which found significant evidence of exploitation of workers in the labour hire sector, especially in the horticulture, meat and cleaning industries.

The labour hire licensing scheme was introduced to protect labour hire workers and improve transparency and integrity in the growing labour hire sector.

Who manages the labour hire licensing scheme?

The Act established the Labour Hire Authority (Authority) to develop and deliver a scheme that will licence labour hire providers that meet specified criteria including complying with workplace law. The Authority also delivers compliance, enforcement and education activities across the state.

What it means for labour hire providers

- From 30 October 2019, only labour hire providers who are licensed or have applied for a licence before 30 October and not had their application refused may continue to operate.
- Providers who lodged their application for a licence before 30 October 2019 may continue to operate until a decision is made on the licence application.
- You must pay an application fee and an annual licence fee.
- The Authority must be satisfied that each relevant person in relation to an application is a fit and proper person and that they are compliant with the Act, regulations and legal obligations relating to employment, workplace and safety laws.

What it means for hosts

- From 30 October 2019 host businesses must only use licensed labour hire providers or providers that have applied for a licence before 30 October 2019.
- If you use a provider that applied before 30 October 2019, their application must not have been refused.

- Lists of labour hire providers that have been granted a licence and applicants who have applied for a licence are available on the Authority's website.
- Hosts must continue to comply with state and federal workplace laws when using a licensed provider.

What it means for workers

- From 30 October 2019 labour hire workers should only sign up with licensed labour hire providers.
- Lists of labour hire providers that have been granted a licence and applicants who have applied for a licence are available on the Authority's website.

Report a problem

Call 1300 545 200 or visit the Authority's website if you have concerns or information about:

- mistreated workers
- unlicensed labour hire providers
- hosts using unlicensed labour hire providers

FOR MORE INFORMATION

For more information or to subscribe to the Authority's newsletter visit labourhireauthority.vic.gov.au.

If you cannot find the information you are looking for on the website, contact enquiries@labourhireauthority.vic.gov.au or call **1300 545 200**.



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For translating and interpreter assistance call 131 450 and choose your preferred language.
If you are deaf, or have a hearing or speech impairment, you can contact us through the National Relay Service. Please visit www.relayservice.gov.au.