

Labour Hire Authority Meat and Poultry Processing Workers Campaign Stakeholder Kit.

July 2024



LABOUR
HIRE
AUTHORITY



VICTORIA
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INTRODUCTION

Victoria's Labour Hire Authority (LHA) is undertaking a communication campaign for labour hire workers in the Victorian meat and poultry processing industries, to raise awareness of their rights and how to report a problem with their employer.

The campaign was developed in consultation with organisations that engage regularly with meat and poultry processing workers, and includes campaign materials translated into ten relevant languages.

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

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

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



MESSAGING

- If you work for a contractor at a meat or poultry processing facility, you're probably a labour hire worker, and your rights are protected under law.
- If you're a labour hire worker and you think you or your workmates are being treated unfairly, let the Labour Hire Authority know.
- Visit labourhireauthority.vic.gov.au/meat-worker or call 1300 545 200.



CAMPAIGN ASSETS

Press Ad

Click the icon to download



LABOUR HIRE AUTHORITY

You can help protect your workmates.

If you work for a contractor at a meat or poultry processing facility, you're probably a labour hire worker, and you're protected under law.

If you think you or your workmates are being treated unfairly, let us know. Visit labourhireauthority.vic.gov.au/meat-worker or call 1300 545 200. Translation services are available.



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CAMPAIGN ASSETS

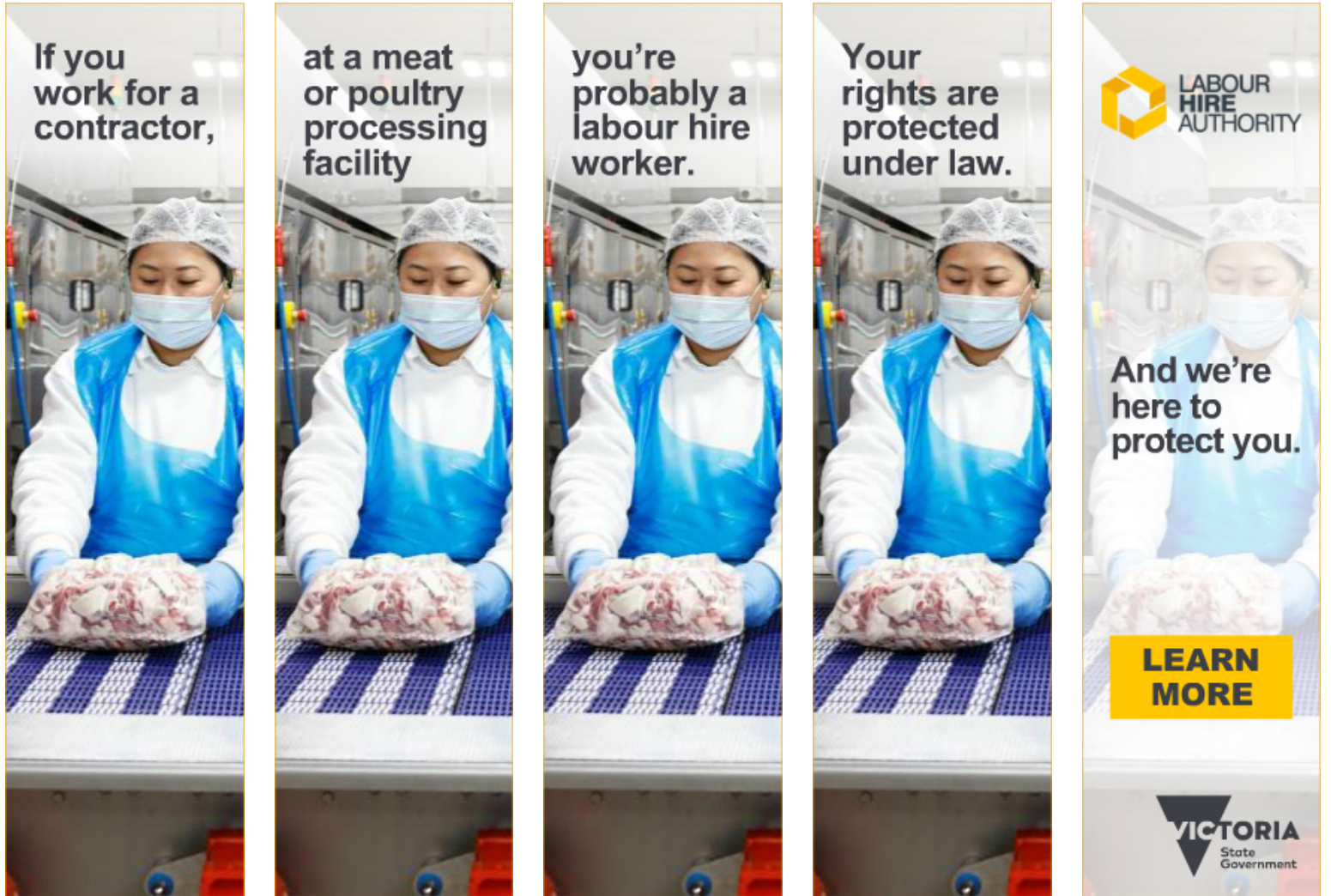
Display Ad

Click the play button below to view all animated banners ads.



The banners have also been translated into the following languages:

- Samoan
- Tongan
- Fijian



CAMPAIGN ASSETS



Social Asset

Primary text (125 characters)

If you work for a contractor at a meat or poultry processing facility, you're probably a labour hire worker.

Headline (27 characters)

Your rights are protected.

Description (27 characters)

We're here to help you.

Image headline

*Think you're being treated unfairly at work?
Let us know.*

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

- Tagalog
- Arabic
- Vietnamese
- Simplified Chinese
- Traditional Chinese
- Indonesian
- Malay

Click the icon to download

STAKEHOLDER MATERIALS

Fact sheet

Click the icon to download

FACT SHEET FOR SUPPORT ORGANISATIONS



Labour hire workers

Victoria's labour hire licensing scheme acts to protect workers and improve the integrity and transparency of the industry. Broadly speaking, labour hire involves a business supplying workers to work in a host business in any industry. Labour hire is common in industry areas including:

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

Under Victorian law, labour hire providers must hold a licence, and anyone using their services must only use licensed providers. Victoria's 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.

LABOUR HIRE LICENSING

Labour hire providers must be run by 'fit and proper' people and must meet a range of obligations around worker pay, conditions and entitlements, including:

- tax and superannuation
- occupational health and safety
- workers compensation
- workplace entitlements
- 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.**

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.

LABOUR HIRE WORKERS

LHA has developed materials specifically for labour hire workers in the horticulture and meat and poultry processing industries. The materials aim to raise workers' awareness of their rights and how to report unfair treatment by labour hire businesses. Some labour hire workers may require assistance to collect information on their issue to provide to LHA. If you work or engage with horticulture, or meat or poultry processing workers, you can download materials you can use to support them to report issues to LHA.


Materials include:

- an A5 worker handout flyer
- an A3 poster, translated into multiple relevant languages
- a dedicated webpage.

Visit the LHA website to access these materials, and more information.

MORE INFORMATION

Horticulture workers
labourhireauthority.vic.gov.au/hort-worker



Meat and poultry processing workers
labourhireauthority.vic.gov.au/meat-worker



Visit the LHA website to learn more.
You can also contact LHA on 1300 545 200 or enquiries@labourhireauthority.vic.gov.au



Authorised and published by the Labour Hire Authority, Bendigo VIC 3550. For translating and interpreter assistance call 131 450. If you are deaf, or have a hearing or speech impairment, you can contact us through the National Relay Service via relayservice.gov.au

FACT SHEET FOR SUPPORT ORGANISATIONS



Meat processing labour hire workers

YOU CAN HELP PROTECT YOUR WORKMATES

If you work for a contractor in a meat or poultry processing facility, you're probably a labour hire worker, and your rights are protected under Victorian law.

Your work may include activities including:

- killing
- preparation
- dressing
- packing
- boning
- processing
- slicing.

If you are a labour hire worker, and you have concerns about you or your workmates being treated unfairly, let us know at the Labour Hire Authority (LHA).

MAKE A REPORT

You can make a confidential report if you are worried that you or your workmates:

- are being paid unfairly
- have health and safety risks at work
- are not provided appropriate personal protective equipment (PPE)
- have your VISA status put at risk by your employer
- are living in unsafe or unhealthy accommodation provided by your employer
- are employed by a company that does not have a labour hire licence.

So we can help you, please include details like business names, people's names, addresses, dates and times. Also include evidence – like pay slips, timesheets, messages or emails – and a way for us to contact you if possible.

REPORT A PROBLEM AT

labourhireauthority.vic.gov.au/meat-worker



You can also make a report using a translation service by contact Translating and Interpreting Service (TIS National) on 131 450 – tell them what language and ask them to call LHA on 1300 545 200.

If you have questions, or if you would prefer to make a report by phone, you can call LHA directly on 1300 545 200.

What will happen when I report a problem?

It is against the law for you to be fired or penalised for raising an issue about your workplace rights, and you can ask for help from us directly or through a worker support organisation. Your report will be taken seriously. It will remain confidential and not shared with any person, except as required or authorised by law.

Depending on what the problem is, we may also suggest that you make a report to the Fair Work Ombudsman or WorkSafe.

Check your employer's licence status

If you are a labour hire worker in Victoria, your employer must hold a labour hire licence. You can check if your employer is licensed at labourhireauthority.vic.gov.au/check

If your employer is not licensed, you are at higher risk of unfair treatment, so you should let us know.



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STAKEHOLDER MATERIALS

Posters

Click the icon to download

Version 1

Version 2

Version 1



Version 2



The Posters have been translated into the following languages:

- Bislama
- Tagalog
- Samoan
- Tongan
- Arabic
- Vietnamese
- Simplified Chinese
- Traditional Chinese
- Indonesian
- Malay
- Fijian
- Tetum

Translated materials are available at labourhireauthority.vic.gov.au/meat-worker



For more information visit
labourhireauthority.vic.gov.au/meat-worker