

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



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.

