

NEW LABOUR HIRE LAWS

If your business uses labour hire workers, please note the new laws which take effect on the 29th of October 2019.

Summary:

- All labour hire providers must be licensed
- All users of labour hire services must only use licensed labour hire providers.

How this may impact the construction industry:

- where a business (**provider**) supplies one or more individuals to another person (**host**) to perform work in and as part of a business or undertaking of the host, and in which the provider pays the individual for performance of that work.
- where the provider recruits or places one or more individuals as independent contractors to perform work in and as part of a host's business or undertaking and the provider manages the contract performance by the independent contractors

Questions to consider or ask your Industrial Relations Advisor:

- ✚ If you use a carpentry crew from another builder, to knock up a frame, is this included?
- ✚ If you are quiet and decide to subbie out your guys to another builder, is this included?
- ✚ Why is it different if a margin is added to their costs?

Penalties for companies in Victoria can include:

Providing labour hire without a license:	\$507k
Entering into an arrangement with an unlicensed provider:	\$507k

Please contact the [Labour Hire Authority](#) or your industrial relations provider for specific advice about your situation. NB: This article is general in nature & not advice of any kind.