

Labour Hire Senior Officials' Working Group Final Report

National Model Law Principles for
Labour Hire Regulation

July 2026

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Introduction

1. This report recommends Workplace Relations Ministers endorse draft national model law principles for labour hire licensing. A one-page summary of the proposed national principles is on the following page and the proposed national principles are at **Appendix A**.
2. The national principles are designed to promote more effective regulation of labour hire by enabling state and territory governments to align core settings, including across existing licensing schemes, while retaining flexibility to reflect local operating environments. Currently, 4 jurisdictions have established labour hire licensing schemes: Queensland, Victoria, South Australia and the Australian Capital Territory. New South Wales and Western Australia are considering establishing schemes in their jurisdictions.
3. Significant work has progressed since 2023 on national labour hire reform, including consultation on options for a national scheme and the development of a harmonised model. At the meeting of Commonwealth, State and Territory Workplace Relations and Work Health and Safety Ministers on 31 October 2025:
 - a) Queensland, the Northern Territory and Tasmania advised they do not support a harmonised approach to labour hire.
 - b) The Commonwealth noted that without the participation of all jurisdictions, the previously endorsed harmonised model will not achieve its intended outcomes.
 - c) Participating jurisdictions – the Commonwealth, Victoria, New South Wales, Western Australia, South Australia, the Australian Capital Territory – agreed to consider ways to achieve a consistent approach to labour hire regulation across state and territory schemes including model laws.
4. In November 2025, the Commonwealth established the Labour Hire Senior Officials' Working Group (Working Group). Representatives from participating jurisdictions attended Working Group meetings between November 2025 and June 2026, with Queensland representatives attending to share information about their labour hire licensing scheme's operation. Outcomes papers were shared with Tasmanian and Northern Territory officials.
5. The Working Group's development of national principles has drawn on similar core elements of the existing licensing schemes to harness the opportunity to work towards a nationally consistent approach.
6. This report provides an explanation of the national principles, including key policy considerations and how they are intended to operate. The principles outline best practice elements of effective labour hire regulation, including industry coverage, safeguards, compliance and enforcement, licensing and information sharing.
7. The working group does not recommend progressing model laws at this time. Individual states and territories continue to be responsible for licensing schemes in their jurisdictions and giving effect to the national principles by enacting or amending their respective labour hire licensing laws as appropriate.

Summary – National Model Law Principles

1. Purpose / object: Labour hire licensing schemes are designed to protect workers from exploitation and create a level playing field for business by providing that only ‘fit and proper’ providers can be licensed and operate in jurisdictions. Aligning licensing requirements across jurisdictions and increasing the transparency of licensing decisions (approvals, suspensions or cancellations) strengthens the integrity of the labour hire industry.

2. Scope / coverage: Licensing laws should have universal coverage across all industries and a broad definition of labour supply services, recognising the range of arrangements that can be adopted. This is designed to promote supply chain transparency and mitigate the risk of avoidance through restructuring. A licensing scheme should cover regulation of both providers and users of labour hire (sometimes referenced as a ‘host’ or ‘host business’).

Coverage includes the supply of labour to a commercial or business undertaking but does not apply in domestic settings involving the provision of private household or non-commercial work, such as a domestic cleaning service. Workers are to be covered regardless of whether they are engaged as employees or contractors, with subcontracting in scope where it has the character of labour supply. Some arrangements may be excluded, for example, secondments and labour supply within a group of entities.

3. Licensing requirements: Labour hire providers are required to be licensed, and state and territory labour hire regulators have the capacity to suspend, cancel or impose conditions on licences. To be licensed, a labour hire provider must pass and continue to meet a robust ‘fit and proper person’ test and satisfy other suitability requirements, allowing regulators to consider a variety of factors in determining an applicant’s eligibility and ongoing suitability, such as financial viability, integrity and compliance with relevant laws.

Each jurisdictional scheme includes a comprehensive online searchable public register of licence holders that provides information about applications, licence holders, suspensions, cancellations, and any conditions placed on a licence holder. In addition, a regulator may also publish information about relevant enforcement action taken in relation to a licence on its register or another location. Jurisdictions may consider decisions of other regulators in determining whether to grant, cancel or suspend a licence.

4. Compliance and enforcement: Licensing laws should include a compliance and enforcement framework with a range of tools to support regulatory responses from education and outreach, through to investigations and enforcement action where needed. This would include prohibited conduct, such as operating without a licence, entering into arrangements with unlicensed providers, and entering into and/or failing to report avoidance arrangements. It would also include accessorial liability for persons or companies involved in contraventions, sanctions with options for civil and/or criminal penalties and strict liability, and fines for minor contraventions. Where possible, similar conduct should attract similar consequences, and there should be a proportionate response to the seriousness of each contravention.

5. Regulator: Each state and territory will need to ensure its regulator is given appropriate and proportionate powers to undertake its functions and adopt a risk-based and intelligence-led approach to compliance. These functions include broad information gathering powers, the capacity to issue guidelines and develop voluntary codes of practice, and information sharing arrangements with other labour hire regulators and enforcement bodies.

6. Information sharing arrangements: State and territory labour hire regulators are able to provide timely notifications to other labour hire regulators about enforcement or compliance actions, including cancellation, suspension or conditions imposed in relation to a licence. Relevant legislation should enable the disclosure of relevant information between regulators, government agencies and other enforcement bodies. Regulators can consider mechanisms to increase cooperation, such as establishing a community of practice or additional memoranda of understanding.

Labour hire overview

8. Labour hire plays an important role in the labour market as a flexible source of labour, representing 2.3% of workers in Australia.¹ Labour hire is commonly used in the horticulture, building and construction, and cleaning sectors. For example, labour hire is used in horticulture to ensure labour supply for seasonal periods and manage harvest requirements.
9. Labour hire arrangements typically involve a labour hire provider supplying a worker to perform work for a third party (the user/host) for an agreed fee. Labour hire arrangements can also involve more complex supply chain structures.
10. Labour hire providers and host businesses in Australia are subject to existing laws, including workplace, taxation and migration law. While many labour hire employers operate lawfully, several reports and investigations have found that some employers are breaching their obligations, denying workers their lawful entitlements, and engaging in allegedly corrupt and/or criminal behaviour.² It is critical that there are appropriate safeguards for labour hire workers, many of whom are vulnerable to exploitation, including recent migrants (who make up 30.4% of labour hire workers but only 12.3% of all employees in the labour market).³
11. State and territory-based licensing schemes provide additional transparency and protection by stopping bad actors getting, or staying, in the labour hire industry where they have exploited or are exploiting workers, including by undercutting other providers through lower wages and conditions.
12. Currently, there are 4 jurisdictions that have established labour hire licensing schemes: Queensland, Victoria, South Australia and the Australian Capital Territory.⁴ These schemes require providers to be licensed to provide or advertise labour hire services and prohibit users of labour hire services from engaging unlicensed providers.
13. There are consistent core elements across existing schemes which provide an opportunity to build consistency across jurisdictional schemes. For example, existing schemes apply to all industries and have similar 'fit and proper person' tests. Differences between current licensing schemes include provider obligations, licence duration, reporting requirements, fees and penalties.
14. Western Australia and New South Wales are considering the implementation of state-based labour hire licensing schemes in their respective jurisdictions.
15. The Working Group acknowledges the importance of protecting workers from exploitation, creating a level playing field and reducing regulatory complexity. Drawing from key elements in existing schemes, the Working Group has developed national principles to promote a consistent approach to labour hire regulation across state and territory schemes.

Working towards national consistency

16. In December 2023, a majority of Workplace Relations Ministers agreed to pursue a harmonised approach to labour hire licensing, with Victoria as the in-principle host jurisdiction, responsible for establishing a national regulator and passing model laws to be applied in other states and territories. This model was informed by stakeholder feedback, including from peak employer and employee groups and civil society organisations. This model was subject to agreement to funding and final settings.
17. While significant progress was made towards developing a harmonised model, consensus on this approach was not achieved at the October 2025 meeting of Workplace Relations Ministers. Instead, the Working Group was tasked with developing options towards a nationally consistent approach to labour hire regulation. To deliver on this tasking, the Working Group developed national model law principles that build on existing schemes' best practice.
18. In developing the national principles, the Working Group leveraged a range of previous consultations, research, reports and intergovernmental policy development. In particular, the Working Group drew on progress made towards a harmonised approach to labour hire licensing between 2023 and 2025, including work undertaken by the Victorian Project Office and the previous intergovernmental working group's report to Workplace Relations Ministers (October 2023). The Working Group recognises that further stakeholder engagement would be important in the design of any further legislative reform by individual jurisdictions.

National Model Law Principles

Scope and coverage

19. The national principles state that labour hire licensing schemes apply universally across all industries. This approach provides regulatory simplicity while ensuring consistent worker protection regardless of industry. This approach to universal coverage is consistent with the 4 existing schemes.
20. The national principles provide a broad definition of labour supply services to recognise the range of arrangements which can be adopted. This promotes supply chain transparency and mitigates the risk of deliberate avoidance through supply chain restructuring.
21. The national principles recommend that the definition of labour supply services covers arrangements regardless of:
 - whether the worker is an employee of the provider
 - whether a contract is entered into between the worker and the provider or between the provider and the person to whom the worker is supplied
 - whether the worker is supplied by the provider to another person (a user/host) directly or indirectly through one or more agents or intermediaries, and

- whether the work done by the worker is under the control of the provider, the person (user/host) to whom the worker is supplied or another person.
22. The national principles cover subcontracting arrangements where they have the character of labour supply. This helps to mitigate the risk of deliberate structuring to avoid licensing requirements and ensure all those who provide labour supply services will be covered by licensing schemes. Subcontracting arrangements that do not involve labour supply are not intended to be covered. This approach is in line with existing jurisdictional schemes.
23. Existing schemes apply broad-based definitions of ‘provides labour hire services’ which focus on the supply of labour to a business. The definition of ‘labour hire worker’ is broadly aligned across existing schemes and focuses on the supply of paid workers.
24. A key component of a labour hire licensing scheme is that both providers and users of labour hire services are regulated. In addition to obligations on providers to be licensed and only advertise services when licensed, there are prohibitions on users of labour hire services entering into arrangements for labour hire services with unlicensed providers. Licensing schemes should include explicit prohibitions on providers and users entering into avoidance arrangements and impose a positive obligation on users to report suspected avoidance arrangements.
25. Licensing schemes should also consider provision for extraterritorial application to cover labour hire arrangements made in a jurisdiction even if the work is performed outside of that jurisdiction. This principle is consistent with the majority of existing schemes which provide for extraterritorial application to the extent of the jurisdiction’s legislative power.⁵
26. The national principles also include regulation-making powers to allow jurisdictions to expand coverage, enabling rapid responses to emerging risks and high-risk industries under local labour hire conditions. This power would enable a jurisdiction to deem labour provision in a high-risk industry to be captured automatically by its licensing scheme, regardless of the structure of the arrangement(s) for labour provision.

Licensing

27. The national principles reflect a key focus on licensing requirements to increase transparency and accountability, including:
- the requirement for labour hire providers to be licensed before they can provide or advertise labour hire services
 - the capacity for a regulator to suspend, cancel or impose other conditions on or after the grant of a licence
 - provision for licence renewal (to ensure licensees’ fitness to hold their licences is reviewed, for example, annually)
 - the requirement for an online searchable public register, and
 - provision for review/appeal of licensing decisions.

28. These core components are broadly consistent in existing labour hire schemes.
29. The national principles outline a robust ‘fit and proper person’ test to ensure suitable providers and operators obtain and maintain licences. This test, alongside other suitability requirements, provides a mechanism to protect workers, including those in vulnerable circumstances, from exploitation. Consistent with existing schemes, the test requires labour hire regulators to consider a variety of factors in determining a person’s suitability to hold a labour hire licence, including integrity, financial viability and a history of compliance with relevant laws. The principles reflect factors common across existing schemes, including:
- a person’s character
 - compliance with relevant laws including taxation and bankruptcy laws
 - licence suspensions and cancellations
 - previous convictions
 - insolvency, and
 - any other matter the regulator considers relevant.
30. The national principles also include consideration of whether the applicant is under the control or substantial influence of a person whom the regulator considers is not fit and proper, which aligns with schemes in Queensland and Victoria. Further, the principles recommend schemes include a requirement for consideration of whether the person is a member of an organisation prescribed to be an organisation involved in serious criminal activity, consistent with schemes in Victoria and South Australia. If adopted, these considerations would help to prevent or remove bad actors from labour hire activities, including to support efforts to address allegations of criminal activity in labour hire firms operating in the construction sector.
31. The national principles provide that licensing schemes should require applicants and licence holders to disclose licence cancellations, suspensions or conditions imposed in other jurisdictions so these can be considered as part of each jurisdiction’s licensing decisions. These disclosure requirements will help regulators across jurisdictions to obtain relevant licensing information.
32. The national principles also provide that jurisdictions may consider decisions of other regulators in determining whether to grant, cancel or suspend a licence. This enables a state or territory labour hire regulator to consider regulatory action by a Commonwealth, state or territory regulator to support its decision making.
33. The requirement in the national principles for an online searchable public register is designed to facilitate transparency and aligns with existing licensing schemes’ current practice. The amount of information available on existing public registers varies because only some regulators have the authority to publish information on licensing actions, including reasons for cancellation.

34. The national principles provide that registers are updated regularly and include information on licence applications, suspensions, cancellations, conditions and enforcement action taken against licence holders. Public registers should be as comprehensive as possible because they assist users/hosts in making informed decisions when engaging a labour hire provider, as well as assisting regulators in other jurisdictions.

Compliance and enforcement

35. The national principles provide a common compliance and enforcement framework for jurisdictions to apply. Key prohibitions include:

- providing/advertising labour hire services without a licence
- entering arrangements with unlicensed providers
- entering into, and/or failing to report, avoidance arrangements
- failure to comply with a licence condition
- failure to comply with record keeping and reporting obligations, and
- providing false or misleading information or documents.

36. In addition, the national principles include general provisions such as:

- accessorial liability for persons or companies involved in contraventions (this means that a person – for example, a company director or accountant – or a business in a supply chain can also be held responsible for contraventions by an employer)
- sanctions for contraventions, with options for civil and/or criminal penalties, with strict liability (meaning that no intention is required for an offence to occur), and
- fines as an alternative to prosecution for minor reporting and payment contraventions.

37. Existing labour hire licensing schemes are broadly similar but have some differences in relation to the operation of their compliance and enforcement mechanisms, such as variations in time limits, fees, penalties, thresholds and designated courts. These differences reflect how licensing schemes sit within jurisdictions' respective regulatory frameworks, including civil and criminal legal frameworks. Where possible, jurisdictions should ensure that similar conduct attracts similar consequences, and that there is a proportionate response to the seriousness of each contravention.

Regulator

38. The national principles recognise that each jurisdiction will need to ensure its regulator is provided appropriate and proportionate powers to perform its functions, including broad information-gathering and information-sharing powers, and the ability to develop education materials and codes of practice.

39. In addition to education and awareness-raising activities, it is expected that each jurisdictional labour hire regulator will take a risk-based and intelligence-led approach to monitoring, investigation, compliance and enforcement activities, focusing its attention on providers, users and sectors that have the highest risk of non-compliance. This reflects the operation of existing schemes and best practice compliance and enforcement approaches to achieve regulatory objectives.

Information sharing

40. The national principles provide options for improving information sharing arrangements to help to create a more consistent and collaborative approach to labour hire regulation across jurisdictions. The options take into account that labour hire providers, users and workers may operate or work across multiple jurisdictions, and are designed to be complementary to other aspects of the national principles, including the online searchable public register.
41. The national principles are designed to build on the existing productive working relationships between relevant regulators (for example, between current labour hire regulators and the Office of the Fair Work Ombudsman), which allow for relevant information to be shared in a timely manner between regulators. These relationships and communication channels help to ensure that non-compliance can be investigated and addressed across jurisdictions.
42. The national principles note that additional mechanisms could be considered to increase inter-jurisdictional cooperation and information sharing on labour hire issues. This could include establishing a regulatory community of practice to report on emerging issues and share operational information, and could also involve memoranda of understanding between regulators.
43. To ensure relevant information is shared effectively between regulators and other government agencies, legislative frameworks should enable appropriate disclosures between labour hire regulators, government agencies and other enforcement bodies. Ensuring the sharing of relevant information across jurisdictions is critical for the effective functioning of jurisdiction-led labour hire licensing schemes across Australia, including the future potential for schemes to consider options to recognise licences from other jurisdictions.
44. Regulators should take a flexible, risk-based approach to information sharing, underpinned by relevant legislation. All labour hire regulators should be able to notify regulators in other jurisdictions in a timely manner of any serious contraventions, risks or actions taken with respect to a labour hire provider's licence (for example, cancellation or suspension), especially where risks of serious contraventions exist across state and territory borders. This would facilitate expedient information sharing that other regulators could consider when making licensing decisions or taking compliance and enforcement action. This capacity could be supported by maintaining a current and comprehensive public licensing register.

Other considerations

45. The national principles are designed to assist state and territory governments to establish new licensing schemes or amend existing schemes to increase national consistency.
46. The Working Group considered the issue of mutual recognition of licences across jurisdictions. Mutual recognition of licences is a complex issue to operationalise, especially without final settings agreed or laws in place for all jurisdictions that may want to participate. There are currently only 4 jurisdictions that have licensing schemes and those schemes sit within different regulatory and funding frameworks. Due to this complexity, the Working Group determined that increasing regulatory consistency and strengthening information sharing between regulators would be a more effective option to best deliver on Workplace Relations Ministers' tasking at this time.
47. The Working Group considers the development of national principles provides a timely mechanism to work towards national consistency in labour hire regulation. Noting there was no consensus on a harmonised model from Workplace Relations Ministers, agreement to national principles is preferred to progressing model laws. Developing model laws would be a longer project and a more complex negotiation process to draft and seek agreement, which would delay efforts to improve national consistency and coverage through jurisdiction-led schemes.
48. Jurisdictions could consider additional mechanisms to increase consistency of labour hire regulation across Australia.

Conclusion

49. The national principles developed by the Working Group establish a shared foundation of core settings that aim to strengthen consistency of worker protections, while recognising the differences of existing labour hire licensing schemes and the need for state and territory governments to retain flexibility.
50. Pending ministerial endorsement of the principles, individual state and territory governments can consider how they are best applied in their respective jurisdictions to ensure a more consistent approach to labour hire regulation nationally, including by introducing legislation to establish or amend licensing schemes.
51. The principles provide a practical pathway for jurisdictions to align key regulatory elements and improve information sharing, enforcement capability and regulatory coherence over time.

Appendix A

National Model Law Principles for Labour Hire Regulation

The national principles were developed by the Labour Hire Senior Officials' Working Group between November 2025 and June 2026. The principles outline best practice elements of effective labour hire regulation, including industry coverage, compliance and enforcement, and licensing.

The principles aim to enable state and territory governments to align core settings including across existing labour hire licensing schemes, while retaining flexibility to reflect local operating environments. Individual states and territories are responsible for adoption within their own jurisdictions' schemes.

The principles are intended to be supplemented by improved collaboration and information sharing between jurisdictions on labour hire licensing and related compliance matters.

National model law principles

1. Purpose / object

The purposes and objects of a labour hire licensing law are to:

- protect workers from exploitation and predatory business practices by providers of labour hire services and users/hosts
- strengthen the integrity of the labour hire industry, including by increasing the transparency of licensing decisions
- promote effective information-sharing to support regulation of labour hire across Australia
- promote greater compliance with relevant laws and responsible practices in the labour hire industry
- improve the consistency of labour hire regulation across Australia to create a level playing field for business, and
- assist labour hire providers operating across multiple jurisdictions by aligning requirements across jurisdictions.

2. Scope / coverage

Best practice labour hire licensing laws should have universal coverage and protections that apply to all businesses and workers irrespective of industry. This reduces regulatory complexity arising from any differences in scope and coverage and ensures consistent protections for workers across jurisdictions. A scheme should cover providers and users of labour hire services. The principles provide a broad definition of labour supply services to recognise the range of arrangements that can be adopted. This promotes supply chain transparency and mitigates the risk of deliberate avoidance through supply chain restructuring.

- Applies to all industry sectors ('universal coverage').
- Broad-based definition of 'providing labour hire services', including mechanism to expand coverage or prescribe certain industries as being automatically within scope, regardless of the structure(s) of labour provision arrangements.
- Covers supply of labour to a commercial or business undertaking but does not apply in domestic settings involving the provision of private household or non-commercial work, such as a domestic cleaning service.
- Covers all workers engaged and paid by labour hire providers and supplied to a user/host, regardless of whether they are classified as an employee or independent contractor.
- Subcontracting arrangements are in scope where they have the character of labour supply.
- May exclude other arrangements, for example, secondments and labour supply within a group of entities.
- May include extraterritorial application provisions, to allow application to relevant arrangements made within but performed outside of the specific jurisdiction.

3. Licensing requirements

The model law principles reflect core components of existing labour hire licensing schemes, including the requirement for labour hire providers to be licensed, and the capacity to suspend, cancel or impose conditions on licences. Under the model law principles, a labour hire provider must pass and continue to meet a robust ‘fit and proper person’ test and satisfy other suitability requirements, allowing regulators to consider a variety of factors in determining an applicant’s eligibility and ongoing suitability, such as financial viability, integrity and compliance with relevant laws. A robust ‘fit and proper person’ test will reduce the likelihood of unsuitable persons obtaining or retaining licences.

The principles also include ongoing disclosure requirements for applicants and licence holders regarding licence cancellations, suspensions and conditions imposed in other jurisdictions. This is designed to increase transparency and ensure such decisions can be considered by other jurisdictions in determining licence eligibility. The requirement to have an online public register will ensure appropriate transparency and aligns with similar requirements under existing schemes.

- Labour hire providers must be licensed to provide or advertise labour hire services. Licences are to be provided by each jurisdiction, subject to their respective licensing laws.
- Applicants and other relevant persons must satisfy a robust ‘fit and proper person’ test and satisfy other suitability requirements before being granted, and to maintain, a licence. The ‘fit and proper person’ test and other requirements are to be defined broadly to facilitate consideration of a variety of factors, including:
 - character
 - compliance with relevant laws including taxation, superannuation, occupational health and safety, workplace and migration laws
 - licence suspensions and cancellations
 - previous convictions
 - insolvency
 - if the person is under the control of, or substantially influenced by, another person whom the regulator considers is not a fit and proper person to provide labour hire services
 - whether the person is a member of an organisation prescribed to be an organisation involved in serious criminal activity, and
 - any other matter the regulator considers relevant.
- Capacity to impose other conditions on or after grant of licence.
- Capacity to suspend or cancel a licence.
- Requirement to renew/update licence within a specified period.
- Online searchable public register of licence holders.
 - This should be updated regularly and include information on licence applications, licence holders, suspensions, cancellations, and conditions placed on a licence holder.
- Where appropriate, relevant enforcement action taken in relation to a licence should also be published on a register or another location.
- Applicants and licence holders are subject to ongoing disclosure requirements regarding licence cancellations, suspensions and conditions imposed in other jurisdictions.
- Provision for review/appeals of decisions of a regulator to a nominated body in each jurisdiction.
- Jurisdictions may consider decisions of other regulators in determining whether to grant, cancel or suspend a licence.

4. Compliance and enforcement

Licensing laws should include a compliance and enforcement framework with a range of tools to support regulatory responses from education and outreach, through to investigations and enforcement action where needed. Where possible, jurisdictions should ensure that similar conduct attracts similar consequences, and that there is a proportionate response to the seriousness of each contravention. This will assist businesses with compliance – especially those operating across multiple jurisdictions – and regulators to apply labour hire licensing laws consistently and effectively.

- Prohibited conduct for providers of labour hire services and users/hosts, including:
 - providing/advertising labour hire services without a licence
 - entering arrangements with unlicensed providers
 - entering into, and/or failing to report, avoidance arrangements
 - failure to comply with a licence condition
 - failure to ensure reasonable availability of nominated officer
 - selling, transferring, lending, or hiring out a licence
 - failure to comply with record keeping and reporting obligations
 - providing false or misleading information or documents, and
 - contraventions against authorised officers/inspectors.
- Accessorial liability for persons or companies involved in contraventions.
- Sanctions to include options for civil and/or criminal penalties, with strict liability.
- Fines (expiation fees) as alternative to prosecution for minor reporting and payment contraventions.
- Proceedings to be brought to a nominated body in each jurisdiction, with associated procedures.

5. Regulator

The model law principles recognise that each jurisdiction will need to ensure their regulatory body is given appropriate and proportionate powers to undertake its functions and adopt a risk-based and intelligence-led approach to compliance, including in relation to information gathering and sharing, and the ability to develop education materials and codes of practice. The principles are designed with the expectation that the relevant regulators will take a risk-based, intelligence-led approach to monitoring, education and outreach, investigation, compliance and enforcement activities, reflecting existing schemes and best practice regulation.

- Regulatory bodies given powers to perform their functions:
 - broad information gathering powers
 - capacity to issue guidelines and develop voluntary codes of practice, and
 - appropriate information sharing arrangements with other regulators and jurisdictions.

6. Information sharing arrangements

The following information sharing principles are designed to create a more consistent, collaborative approach to labour hire regulation across Australia, noting providers, users/hosts and workers may operate or work across multiple jurisdictions. The information sharing principles are complemented by the principles above.

- Relevant legislation enables the disclosure of relevant information between labour hire regulators, government agencies and other enforcement bodies.
- Regulators are able to notify other labour hire regulators in a timely manner of any enforcement or compliance action, including cancellation, suspension or conditions, taken in relation to a labour hire provider's licence, including through public registers.
- Regulators will consider additional mechanisms to increase inter-jurisdictional cooperation and information sharing on labour hire issues, in addition to existing operational relationships. This could include establishing a community of practice of labour hire regulators to report on emerging issues and share operational information, and/or additional memoranda of understanding between regulators.
- The Australian Taxation Office's [Phoenix Taskforce](#), which brings federal, state and territory agencies together to combat illegal phoenix activity, is one avenue through which jurisdictions currently share information.

Endnotes

¹ Australian Bureau of Statistics (ABS), *Labour hire workers*, December 2025.

² Scanlon Foundation Research Institute, *Improving PALM: the Pacific Australia Labour Mobility scheme*, February 2026; Geoffrey Watson, *Rotting From The Top: The CFMEU in Victoria During the Setka Era*, January 2026; Fair Work Ombudsman, *Horticulture Compliance Report*, September 2025; RMIT Business and Human Rights Centre, *Meat the Reality: Unpacking the exploitation of PALM Scheme workers in Australia's meat industry*, February 2025; The McKell Institute: *Licensing Labour Hire*, January 2025; Gregory Wilson, *Formal Review into Victorian Government Bodies' Engagement with Construction Companies and Construction Unions*, November 2024; Office of the NSW Anti-slavery Commissioner, *Be Our Guests: Addressing urgent modern slavery risks for temporary migrant workers in rural and regional New South Wales*, September 2024; Senate Economics References Committee, *Systemic, sustained and shameful: Unlawful underpayment of employees' remuneration*, March 2022; Senate Select Committee on Job Security, *Third interim report: labour hire and contracting*, November 2021; Senate Select Committee on Temporary Migration, *Select Committee on Temporary Migration*, September 2021; Australian Government, *Report of the Migrant Workers' Taskforce*, March 2019.

³ ABS, *Labour hire workers*, December 2025.

⁴ In late 2025, the South Australian and Victorian Parliaments passed amendments to their respective labour hire licensing schemes:

Victoria: On 24 December 2025, the first tranche of amendments to the Victorian scheme commenced, relating to improved information gathering and sharing powers. Further amendments commenced on 1 June 2026, including changes to the 'fit and proper person' test. Additional amendments will commence no later than 1 October 2026, to clarify the definition of labour hire services, better cover arrangements in a supply chain, and define certain construction activities as the provision of labour hire within the regulations.

South Australia: Amendments to expand the South Australian scheme from sector-specific back to universal coverage will commence on 29 July 2026 following a 6-month transition period.

⁵ Section 5 of the *Labour Hire Licensing Act 2017 (Queensland)*, section 6 of the *Labour Hire Licensing Act 2018 (Victoria)*, and section 4 of the *Labour Hire Licensing Act 2017 (South Australia)*.