AT RISK WORKERS’ STRATEGY 2018–2022
WORKERS ENGAGED IN LABOUR HIRE ARRANGEMENTS PLAN 2018-19

INTRODUCTION
Labour hire is the triangular employment relationship between a labour supply agency, the employee (hired labour) and the client (host organisation/employer). Labour hire workers are skilled and unskilled people who are hired for short or long-term positions. They are employed by the labour hire organisation, not the company to whom they provide labour.

WHAT WE KNOW
Labour hire workers in Australia are estimated to represent 1.2 to 2.5 percent of the workforce. The most common occupational groups for labour hire workers were labourers (21 percent) and technicians and trades workers (19 percent). There are 7,152 ‘enterprises’ in the Temporary Staff Services sector in Australia in 2017–18 of which 32.7 percent (2,338) are located in NSW.

WHAT ARE THE ISSUES (RISK AREAS)

<table>
<thead>
<tr>
<th>2018</th>
<th>HIGHEST RISK FACTOR</th>
<th>2ND FACTOR</th>
<th>3RD FACTOR</th>
<th>4TH FACTOR</th>
<th>5TH FACTOR</th>
<th>6TH FACTOR</th>
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<tr>
<td>LABOUR HIRE WORKERS</td>
<td>Commonly assigned higher risk work</td>
<td>Limited understanding work health and safety rights and obligations as a worker</td>
<td>Lack of communication, consultation and coordination between the labour hire organisation and the host employer</td>
<td>Inexperience in the job and/or at the individual workplace</td>
<td>Labour hire company not conducting pre-work site visits</td>
<td>Reluctance to speak up and ‘make waves’ due to multiple factors</td>
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HOW WE ARE ADDRESSING THE ISSUES (2018–19)

This is the first year of a four-year strategy that will be implemented in partnership with industry and key stakeholders. For 2018–19, we will:

- Review, update and translate labour hire guidance material
- Develop case studies across different industries
- Revise existing and/or develop induction materials
- Event attendance
- Social media posts
- Media promotion
- Environmental Scanning
- Monitor legislation changes by other Regulators
- Better understand WHS implications of the Gig Economy and National Disability Insurance Scheme
- Collaborate with key stakeholders
- Support other RoadMap Programs/Projects
- Employer Forums
- Hosting employee events through community links
- Attendance at statewide community events

WHAT SUCCESS LOOKS LIKE

1. Workers engaged in labour hire, their host employers and agencies have an increased knowledge of their work health and safety rights and obligations.
2. Host employers and agencies have an increased understanding of how to manage work health and safety issues faced by workers engaged in labour hire.
3. Workers engaged in labour hire, their host employers and agencies know where to access work health and safety information.
4. Industry, community and SafeWork have a better understanding of the changing work environment and the impact on workers engaged in labour hire, their host employers and agencies.

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