

*If your workplace has any labour hire workers, make contact and check to see if their health and safety is being considered.*

*Improving labour hire companies health and safety performance also protects permanent workers health and safety.*



**A M W U**

For further information phone your State OHS contact or Labour Hire Organiser

**AMWU National Offices**  
Sydney (02) 9897 9133  
Melbourne (03) 9230 5888

**NSW**  
NSW State Office (02) 9897 2011

**ACT**  
Canberra Office (02) 6273 2412

**VIC**  
Victoria State Office (03) 9230 5700

**QLD**  
Queensland Office (07) 3236 2550

**NT**  
Darwin Office (08) 8941 1511

**SA**  
South Australia Office (08) 8332 6155

**WA**  
Western Australia Office (08) 9223 0800

**TAS**  
Tasmania Office (03) 6228 7099

[www.amwu.asn.au](http://www.amwu.asn.au)

Made in Australia by AMWU labour

## Health and Safety

# "Not for Hire"



**A M W U**

*Health and Safety laws and the courts make it clear that both the host employer and the labour hire employer have legal obligations to protect the health and safety of on-hire employees.*

Injury rates for labour hire workers are higher than for direct hire workers who work in the same industry. In comparison to direct hire employees, the injuries to on-hire workers

- occur more often,
- occur early on in the placement with the host employer,
- are more severe and
- the on-hire worker is off work longer.

## Health and Safety protection Must apply to

**The AMWU demands increased protection for on-hire workers including:**

1. Agreements with Labour Hire companies for the election of regional health and safety representatives (H&S Reps) whose rights and responsibilities will include the ability to consult over health and safety issues at a number of work sites where AMWU members are placed;
2. Induction training for all on-hire workers by the labour hire companies and the host employers. The induction by the host employer will include the risk assessments on work allocated to the on-hire worker and any recommendations that have been made by the

labour hire companies during their health and safety inspection of the host employers worksite;

3. Agreements with labour hire companies that ensure host work site inspections are conducted by the labour hire H&S Rep;
4. Labour hire employer representatives and the relevant H&S Reps (see 3) will be involved in the resolution of any health and safety issues reported by the on-hire worker;
5. Agreement that the host employer will involve and make available to the labour hire employer any reports and investigations into accidents that either directly involve on-hire workers or work that on-hire workers could be requested to do;

## ALL WORKERS

6. A commitment from labour hire employers to the speedy processing of relevant workers' compensation claims for any work related illness/ injury to the on-hire worker;
7. Access to rehabilitation services including suitable duties for all on-hire workers;
8. The provision of suitable/restricted duties by labour hire companies when they control work areas where injuries occur, in other areas the host companies must provide these services.