

**Submission Re: Regulation of the Labour Hire Industry 2016 Issues Paper**

IEUA-QNT welcomes the opportunity to provide feedback regarding the Office of Industrial Relations' *Regulation of the Labour Hire Industry 2016 Issues Paper*.

IEUA-QNT represents ~18,000 teachers, support staff and ancillary staff in non-government education institutions in Queensland and the Northern Territory and consistently engages in industrial and education debate at both state and national levels through its Education and Industrial Committees and through its national counterpart, the Independent Education Union, which receives input from teachers in all States and Territories.

Our union, along with other unions and the Queensland Council of Unions, have made submissions to a previous inquiry undertaken by the Queensland Parliamentary Finance and Administration Committee. Although our industry is, as yet, largely unpopulated by labour hire firms, we share their concern that unscrupulous labour hire practices are responsible for serious degradation of employment standards that disadvantages and disempowers not just individual workers, but the communities in which they live and work and is, therefore, undermining long-term social and economic sustainability.

In this context, we commend the State Government's initiative in reviewing practices of the labour hire industry in other states/territories and countries and bringing pressure on the Federal Government to do more to protect wages and conditions for vulnerable workers.

Further, we agree that introduction of a national (or, failing that, state) licensing and registration scheme for labour hire firms would be beneficial; as would the imposition of heavy penalties for those who fail to comply with licensing and registration and the introduction of a fit and proper person test for owners and directors of labour hire firms. We strongly support recommendations by the Queensland Council of Unions regarding the mechanisms by which licensing and other compliance measures be implemented.

We thank the Office of Industrial Relations for the invitation to engage in consultation through this submission and recommend thorough consideration of the recommendations presented by our colleagues in other industry unions, and the Queensland Council of Unions.



Terry Burke

**Branch Secretary**

**Independent Education Union of Australia**

**Queensland and Northern Territory Branch**

**2<sup>nd</sup> February 2017**