



The National Union of Workers (**NUW**) is a large Australian labour union registered under the *Fair Work (Registered Organisation) Act 2009* (Cth).

It represents both workers in all forms of employment in a range of industries including warehousing, cold storage, logistics, pharmaceutical, oil refining and storage, food processing and the fresh food supply chain, food services, manufacturing, poultry, defence logistics, dairy, and market research.

It is the view of the NUW that the growth and entrenchment of precarious and contingent work is a significant threat to workers and their life chances. The current scheme of workplace laws in this country does not comprehend the radically changed nature of modern employment relationships. The result of this is the loss of decent work and growing inequality.

While the Commonwealth has primary responsibility to reform Australia's workplaces to provide for more secure employment for Australian workers, the Western Australian (WA) Government does have a role to play in improving workers' lives.

The WA Government can implement changes to the system that are proposed in this submission, and also play a role to actively advocate for changes to existing Federal laws.

The problem of insecure work and an unregulated labour hire system requires urgent solutions.

The scope and scale of this problem is large, and while the WA government is not in a position to resolve a number of issues related to precarious work and the Australian industrial relations system, a licencing system for labour hire agencies is something that can be implemented.

A licencing system that establishes:

- A payment of a bond and annual license fee to the WA Government to operate a labour hire company in WA.
- A State register of licensed Labour Hire companies.
- A threshold capital requirement to operate a labour hire company in WA.
- Core requirements for license holders and related parties.
- A dedicated compliance unit.

While further reforms need to be implemented by the Commonwealth to adequately address issues surrounding insecure work, the opportunity WA has must be grasped in order to protect workers and to treat them as valuable members of our communities.