



Speech By  
**Hon. Stirling Hinchliffe**

**MEMBER FOR SANDGATE**

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Record of Proceedings, 2 December 2015

**MOTION**

**Referral to the Finance and Administration Committee**



**Hon. SJ HINCHLIFFE** (Sandgate—ALP) (Leader of the House) (2.43 pm), by leave, without notice: I move—

1. That the Finance and Administration Committee inquire into and report to the Legislative Assembly by 30 June 2016 on the practices of the labour hire industry in Queensland.  
In undertaking the inquiry, the committee should consider:
  - a) the extent, nature and consequence of labour hire employment in industries and/or regions, including within industry supply chains and the responsibilities of entities involved;
  - b) phoenixing, undercapitalisation and undercutting of conditions by labour hire companies ("companies") and their impact on the labour market and business;
  - c) the social and economic impacts, including on regional communities, of replacing permanent employees, apprentices and trainees with labour hire workers;
  - d) allegations that labour hire and sham contracting are being used to avoid workplace laws and other statutory obligations, such as:
    - i. underpayment of wages and entitlements, including superannuation; and
    - ii. avoidance of payroll tax and Workcover premiums;
  - e) the effectiveness of enforcing current industrial relations laws and instruments, occupational health and safety laws and workers compensation laws in the labour hire industry;
  - f) allegations of exploitation, harassment and other mistreatment of workers employed by companies;
  - g) whether tendering and employment practices create an uneven playing field for competing businesses; and
  - h) the regulation of labour hire in Australian jurisdictions and internationally and effective enforcement mechanisms, including bonds, licensing, registration and other forms of compliance.