



Labour hire licensing reforms: What this means if you are a host employer (use labour hire workers)

What you need to know

If your business uses labour hire workers, you have a legal obligation to only engage licensed labour hire providers. Using an unlicensed provider after the transition period may expose your business to serious penalties.

This obligation applies even if:

- labour hire is arranged through another party
- the workers are short-term or casual
- labour hire is not your core business

What this looks like in practice

- Actively verify labour hire licences
- Work cooperatively with providers on workplace safety and return to work
- Treat labour hire workers with the same care as direct employees

Actions to take now

- **Audit your labour hire arrangements:** Identify all suppliers who provide workers to your business.
- **Verify licence status:** Check licences through the [SA Government register](#) and keep records.
- **Update procurement and onboarding processes:** Include licence verification before workers are engaged (e.g. licence number and responsible person details).
- **Plan for 29 July 2026:** Unlicensed providers must not be used from this date onwards.

Frequently asked questions

How do I know whether a business supplying workers to me must be licensed?

If another business supplies workers to you and pays them for the work they do in your business, that supplier may need a labour hire licence. This applies even if they describe themselves as a contractor, agency, or service provider. If you're unsure, it's worth [checking their licence status](#) or seeking clarification early.

What checks should I put in place before engaging labour hire workers?

You should check that your labour hire provider is licensed in South Australia and record their licence details. This can be built into your procurement or onboarding processes. Taking this step upfront helps protect your business and ensures you're working with a compliant provider.

What are my responsibilities if a labour hire worker is injured while working with me?

You are expected to cooperate with the labour hire provider and others involved in the claim to support the worker's recovery and return to work. This includes providing information about the workplace, identifying suitable duties where possible, and maintaining communication so the worker is supported while they recover.

What could happen if I continue using a labour hire provider that isn't licensed?

Using an unlicensed labour hire provider after the transition period (i.e. after 29 July 2026) may expose your business to significant penalties. It can also cause delays and confusion if a worker is injured, making it harder to manage safety and return to work obligations effectively.

How do I work effectively with labour hire providers to support recovery and return to work?

You support good outcomes by communicating early, sharing information, and treating labour hire workers the same way you would your own employees when it comes to safety and recovery. Clear roles and cooperation help injured workers return to work sooner and reduce disruption for everyone involved.

Where to find more information or help

Verify a provider: [SA.GOV.AU – Labour hire licensing](#).

Contact Consumer and Business Services:

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