



Returnto
WorkSA

Labour hire licensing reforms: What this means if you are a labour hire provider

What you need to know

You are considered a labour hire provider if, as part of your business, you supply workers to another business to perform work, even if:

- the worker is not your employee
- there is no direct contract between you and the worker
- there is no direct contract between you and the host employer

If you operate in South Australia and meet this definition, you must be licensed.

From 29 July 2026, providing labour hire without a licence may result in significant penalties.

If you were already required to be licensed before January 2026, there is no change to your obligations; you should continue to hold and comply with your licence.

What this looks like in practice

- Operate as a licensed labour hire provider
- Meet the proper person requirements
- Comply with WHS, wage, superannuation, and return-to-work laws
- Provide clear licence details to host employers before supplying workers

Actions to take now

- **Review your operating model:** Check whether your business arrangements fall within the updated labour hire definitions.
- **Apply for a labour hire licence:** If newly identified, submit your application as early as possible; don't wait until July.
- **Prepare to share licence information:** Hosts must receive your licence number and contact details before workers start.
- **Strengthen compliance processes:** Make sure your systems support injury reporting, return to work cooperation, and WHS obligations.

Frequently asked questions

Do the new labour hire laws apply to my business and the way I supply workers?

If your business supplies workers to another business to perform work, the new laws may apply to you; even if labour hire is not your main activity. You don't need to directly employ the worker or have a traditional labour hire model for the laws to apply. The safest first step is to review how your workers are supplied and paid, and whether they are performing work as part of another business' operations.

If I already look after pay and safety, why do I still need a labour hire licence?

The licence is about more than pay and safety alone. It confirms that your business meets minimum standards for lawful operation, governance, and worker protection. Licensing also makes it clear to host employers, regulators and workers that you are operating responsibly, which supports safer workplaces and better cooperation if a worker is injured.

What do I need to do during the transition period before the July deadline?

During the six-month transition period, you should determine whether you need a licence and, if so, submit your application as early as possible. You can continue operating during this period while your application is being assessed, as long as you apply within the transition window. Leaving it late increases the risk of delays that could disrupt your business.

What information am I required to share with host employers before workers start?

Before supplying a worker, you must take reasonable steps to ensure the host employer has your licence details. This includes your business name, licence number and responsible person details. This helps host employers meet their legal obligations and supports clear communication if safety or return to work issues arise.

How do these changes affect my responsibilities when a worker is injured at work?

If a worker is injured, you are expected to cooperate with the host employer and the claims agent to support recovery and return to work. This includes sharing information, participating in planning, and reporting required workers' compensation information. Clear licensing arrangements make it easier for everyone to understand their role and act early to support recovery.

Where to find more information or help

Check whether you need a licence: [SA.GOV.AU – Labour hire licensing](https://www.sa.gov.au/employment-and-labour/employment-and-labour-licensing).

Contact Consumer and Business Services:

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