



# ORDER

*Fair Work Act 2009*

s.306E—Application for a regulated labour hire arrangement order

## Application by Jonathan Payne

(LH2024/51)

## FORD MOTOR COMPANY OF AUSTRALIA PTY LTD REGULATED LABOUR HIRE ARRANGEMENT ORDER

[LH200015]

JUSTICE HATCHER, PRESIDENT

SYDNEY, 20 DECEMBER 2024

*Regulated labour hire arrangement order – Invenio Pty Ltd in relation to work performed for Ford Motor Company of Australia Pty Ltd – Ford Australia Enterprise Agreement 2022 (General Salary Roll).*

- A. Further to the decision in *Application by Jonathan Payne* [\[2024\] FWC 3557](#), the Fair Work Commission makes this regulated labour hire arrangement order (order) pursuant to s 306E of the *Fair Work Act 2009* (Cth) (FW Act).
- A.1 The regulated host covered by the order is Ford Motor Company of Australia Pty Ltd (the Regulated Host).
- A.2 The employer covered by the order is Invenio Pty Ltd (the Employer).
- A.3 The regulated employee covered by the order is Mr Jonathan Payne who would, if employed by the Regulated Host, be covered by the host employment instrument identified in A.4.
- A.4 The host employment instrument covered by the order is the *Ford Australia Enterprise Agreement 2022 (General Salary Roll)* [AE517116] (the Host Employment Instrument).
- B. This order comes into force on 1 February 2025.
- C. This order ceases to be in force where the Host Employment Instrument ceases to apply and no other new employment instrument starts to apply pursuant to s 306EB of the FW Act.

NOTE: Section 306F(2) of the FW Act provides that, while a regulated labour hire order is in force, an employer covered by the order must pay any regulated employee covered by the order no less than the ‘protected rate of pay’ for the employee in connection with the work performed

by the employee for the regulated host. The 'protected rate of pay' for a regulated employee is defined in ss 306F(4)–(6). There are certain exceptions to this obligation under ss 306F(3) and (3A).



PRESIDENT

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