



ORDER

Fair Work Act 2009
s.306E—Application for a regulated labour hire arrangement order

**Application by Shop, Distributive and Allied Employees Association re
Australian Liquor Marketers Distribution Centre**
(LH2025/12)

**METCASH TRADING LIMITED REGULATED LABOUR HIRE ARRANGEMENT
ORDER NO 3 (AUSTRALIAN LIQUOR MARKETERS DISTRIBUTION CENTRE)**
[LH200031]

JUSTICE HATCHER, PRESIDENT

SYDNEY, 22 APRIL 2025

Regulated labour hire arrangement order – Tusk Group Pty Ltd, Action Workforce Pty Ltd and Aussie United Group Pty Ltd in relation to work performed for Metcash Trading Limited at the Australian Liquor Marketers Distribution Centre in Victoria – Metcash Australian Liquor Marketers Victoria Enterprise Agreement 2023.

- A. Further to the decision in *Application by Shop, Distributive and Allied Employees Association re Australian Liquor Marketers Distribution Centre* [\[2025\] FWC 1120](#), 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 Metcash Trading Limited (the Regulated Host).
- A.2 The employers covered by the order are Tusk Group Pty Ltd, Action Workforce Pty Ltd and Aussie United Group Pty Ltd (the Employers).
- A.3 The regulated employees covered by the order are employees of the Employers who perform work at the Australian Liquor Marketers Distribution Centre in Victoria 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 *Metcash Australian Liquor Marketers Victoria Enterprise Agreement 2023* [AE523437] (the Host Employment Instrument).
- B. This order comes into force on 22 April 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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