



ORDER

Fair Work Act 2009

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

Application by Rhomany Ricciardo

(LH2025/15)

DEPARTMENT OF VETERANS' AFFAIRS REGULATED LABOUR HIRE ARRANGEMENT ORDER

[LH200037]

JUSTICE HATCHER, PRESIDENT

SYDNEY, 9 MAY 2025

Regulated labour hire arrangement order – Randstad Pty Ltd in relation to work performed for the Department of Veterans' Affairs – DVA Enterprise Agreement 2024-2027.

- A. Further to the decision in *Application by Rhomany Ricciardo* [\[2025\] FWC 1286](#), 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 the Department of Veterans' Affairs (the Regulated Host).
- A.2 The employer covered by the order is Randstad Pty Ltd (the Employer).
- A.3 The regulated employee covered by the order is Ms Rhomany Ricciardo, 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 *DVA Enterprise Agreement 2024-2027* [AE523975] (the Host Employment Instrument).
- B. This order comes into force on 12 May 2025.
- C. This order ceases to be in force on the earlier of:
- C.1 Ms Ricciardo ceasing to perform work for the Regulated Host; or
- C.2 the Host Employment Instrument ceasing to apply and no other new employment instrument starting 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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