



# ORDER

*Fair Work Act 2009*

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

## **Application by Transport Workers’ Union of Australia re Qantas Airways Limited — Freight Operations**

(LH2024/45)

## **QANTAS AIRWAYS LIMITED — FREIGHT OPERATIONS REGULATED LABOUR HIRE ARRANGEMENT ORDER NO 1**

[LH200042]

Airline operations

JUSTICE HATCHER, PRESIDENT

SYDNEY, 20 JUNE 2025

*Regulated labour hire arrangement order – Programmed Skilled Workforce Pty Ltd in relation to work performed for Qantas Airways Limited – Qantas Airways Limited - Freight Operations Transport Workers Agreement 2023.*

- A. Further to the decision in *Application by Transport Workers’ Union of Australia re Qantas Airways Limited — Freight Operations* [\[2025\] FWC 1739](#), 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 Qantas Airways Limited (the Regulated Host).
- A.2 The employer covered by the order is Programmed Skilled Workforce Pty Ltd (the Employer).
- A.3 The regulated employees covered by the order are employees of the Employer who perform work as ground services employees or managers performing work in Freight Operations of the kind that is covered by the host instrument identified in A.4, and 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 *Qantas Airways Limited - Freight Operations Transport Workers Agreement 2023* [AE519897] (the Host Employment Instrument).
- B. This order comes into force on 11 July 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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