



# ORDER

*Fair Work Act 2009*

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

**Application by the United Workers' Union re Ingram Micro Logistics**  
(LH2025/17)

## **INGRAM MICRO LOGISTICS REGULATED LABOUR HIRE ARRANGEMENT ORDER** [LH200045]

JUSTICE HATCHER, PRESIDENT

SYDNEY, 25 JUNE 2025

*Regulated labour hire arrangement order – Trojan Recruitment Group Pty Ltd in relation to work performed for Ingram Micro Pty Ltd – Ingram Micro Pty Ltd Logistics Enterprise Agreement 2024.*

- A. Further to the decision in *Application by the United Workers' Union re Ingram Micro Logistics* [2025] FWC 1804, 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 Ingram Micro Pty Ltd (the Regulated Host).
- A.2 The employer covered by the order is Trojan Recruitment Group Pty Ltd (the Employer).
- A.3 The regulated employees covered by the order are employees of the Employer who perform various roles at the site located at 22 – 24 Wonderland Drive, Eastern Creek in the State of New South Wales 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 *Ingram Micro Pty Ltd Logistics Enterprise Agreement 2024* [AE526784] (the Host Employment Instrument).
- B. This order comes into force on 7 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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