



ORDER

Fair Work Act 2009

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

Application by the United Workers' Union re DB Schenker
(LH2025/28)

DB SCHENKER REGULATED LABOUR HIRE ARRANGEMENT ORDER

[LH200046]

JUSTICE HATCHER, PRESIDENT

SYDNEY, 25 JUNE 2025

Regulated labour hire arrangement order – Zoom Recruitment Pty Ltd in relation to work performed for Schenker Australia Pty Ltd t/a DB Schenker – Schenker Australia Pty Ltd Queensland Distribution Centre Enterprise Agreement 2024.

- A. Further to the decision in *Application by the United Workers' Union re DB Schenker [2025] FWC 1808*, 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 DB Schenker (the Regulated Host).
- A.2 The employer covered by the order is Zoom Recruitment Pty Ltd (the Employer).
- A.3 The regulated employees covered by the order are employees of the Employer who perform warehousing and logistics work at the site located in Redbank in the State of Queensland 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 *Schenker Australia Pty Ltd Queensland Distribution Centre Enterprise Agreement 2024* [AE527918] (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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