



# ORDER

*Fair Work Act 2009*

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

**Application by United Workers' Union re H&M**  
(LH2025/33)

**H&M HENNES & MAURITZ PTY LTD REGULATED LABOUR HIRE  
ARRANGEMENT ORDER**  
[LH200072]

JUSTICE HATCHER, PRESIDENT

SYDNEY, 8 AUGUST 2025

*Application for a regulated labour hire arrangement order in respect of Staff Australia Payroll Services 2 Pty Ltd, Ezi Recruitment Services Pty Ltd and Innovative Business Group Pty Ltd in relation to work performed for H&M Hennes & Mauritz Pty Ltd.*

- A. Further to the decision in *Application by United Workers' Union re H&M* [\[2025\] FWC 2320](#), 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 H&M Hennes & Mauritz Pty Ltd (the Regulated Host).
- A.2 The employers covered by the order are Staff Australia Payroll Services 2 Pty Ltd, Ezi Recruitment Services Pty Ltd and Innovative Business Group Pty Ltd (the Employers).
- A.3 The regulated employees covered by the order are employees of the Employers who perform storage services and warehousing work at the Regulated Host's distribution centre at Building 3, 145 Hollinsworth Road, Marsden Park, 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 *H&M Hennes & Mauritz Pty Ltd New South Wales Distribution Centre Enterprise Agreement 2023* [AE520210] (the Host Employment Instrument).
- B. This order comes into force today, 8 August 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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