



ORDER

Fair Work Act 2009

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

Mining and Energy Union

(LH2024/73)

RAVENSWORTH COAL MANAGEMENT PTY LTD REGULATED LABOUR HIRE ARRANGEMENT ORDER

Coal industry

VICE PRESIDENT GIBIAN

SYDNEY, 23 SEPTEMBER 2025

Regulated labour hire arrangement order – Programmed Skilled Workforce Pty Ltd and The TESA Group Pty Ltd in relation to work performed for Ravensworth Coal Management Ltd.

- A. Further to the decision issued in [\[2025\] FWC 2840](#), the Fair Work Commission makes this regulated labour hire arrangement order (**order**) pursuant to s 306E of the Fair Work Act 2009 (Cth) (the **Act**).
- A.1 The regulated host covered by the order is Ravensworth Coal Management Ltd (the **Regulated Host**)
- A.2 The employer covered by the order is Programmed Skilled Workforce Pty Ltd and The TESA Group Pty Ltd (the **Employer**)
- A.3 The regulated employees covered by the order are employees of the Employer who perform work at the Ravensworth Mine near Muswellbrook in the state of New South Wales 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 *2021 Ravensworth Open Cut Enterprises Agreement [AE513147]* (the **Host Employment Instrument**).
- B. This order comes into force on 5 October 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 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).



VICE PRESIDENT

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