



ORDER

Fair Work Act 2009

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

Application by United Workers' Union re Sigma Company Limited (LH2025/44)

SIGMA COMPANY LIMITED REGULATED LABOUR HIRE ARRANGEMENT ORDER [LH200089]

Pharmaceutical industry

JUSTICE HATCHER, PRESIDENT

SYDNEY, 28 OCTOBER 2025

Regulated labour hire arrangement order –Fluid Recruitment Pty Ltd t/a Omni Recruit in relation to work performed for Sigma Company Limited – Sigma (Berrinba) Enterprise Agreement 2022.

- A. Further to the decision in *Application by United Workers' Union* [\[2025\] FWC 3237](#), 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 Sigma Company Limited (the Regulated Host).
- A.2 The employer covered by the order is Fluid Recruitment Pty Ltd (the Employer).
- A.3 The regulated employees covered by the order are employees of the Employer who perform work for the Regulated Host at the contract pharmaceutical facility at 101 Wayne Goss Dr, Berrinba QLD 4117 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 *Sigma (Berrinba) Enterprise Agreement 2022* [AE515182] (the Host Employment Instrument).
- B. This order comes into force on 28 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 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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