



# ORDER

*Fair Work Act 2009*

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

## **Application by United Workers' Union re Bapcor Logistics Services** (LH2025/38)

### **BAPCOR LOGISTICS SERVICES PTY LTD REGULATED LABOUR HIRE ARRANGEMENT ORDER** [LH200090]

Vehicle industry

JUSTICE HATCHER, PRESIDENT

SYDNEY, 21 NOVEMBER 2025

*Regulated labour hire arrangement order – The Recruitment Place (Vic) Pty Ltd and TLH National Pty Ltd in relation to work performed for Bapcor Logistics Services Pty Ltd – Bapcor QLD Distribution Centre Agreement 2024.*

- A. Further to the decision in *Application by United Workers' Union re Bapcor Logistics Services* [\[2025\] FWC 3495](#), 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 re Bapcor Logistics Services Pty Ltd (the Regulated Host).
- A.2 The employers covered by the order are The Recruitment Place (Vic) Pty Ltd and TLH National Pty Ltd (the Employers).
- A.3 The regulated employees covered by the order are employees of the Employers who perform work for the Regulated Host at the contract logistics facility at 15 Northcott Place, Redbank QLD 4301 operated by the Regulated Host 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 *Bapcor QLD Distribution Centre Agreement 2024* [AE526060] (the Host Employment Instrument).
- B. This order comes into force on 21 November 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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