



ORDER

Fair Work Act 2009

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

Application by the Shop, Distributive and Allied Employees Association re Spotlight Distribution Centre

(LH2025/46)

SPOTLIGHT PTY LTD REGULATED LABOUR HIRE ARRANGEMENT ORDER

[LH200098]

JUSTICE HATCHER, PRESIDENT

SYDNEY, 3 FEBRUARY 2026

Regulated labour hire arrangement order – Ozstaff Holdings Pty Ltd, ASAP Recruitment Pty Ltd, Cornerstone HR (VIC) Pty Ltd and GS Unloaders Pty Ltd in relation to work performed for Spotlight Pty Ltd – Spotlight Distribution Centre Enterprise Agreement 2024.

- A. Further to the decision in *Application by the Shop, Distributive and Allied Employees Association re Spotlight Distribution Centre* [2026] FWC 304, the Fair Work Commission makes this regulated labour hire arrangement order pursuant to s 306E of the *Fair Work Act 2009* (Cth) (**FW Act**).
- A.1 The regulated host covered by the order is Spotlight Pty Ltd (**the Regulated Host**).
- A.2 The employers covered by the order are Ozstaff Holdings Pty Ltd, ASAP Recruitment Pty Ltd, Cornerstone HR (VIC) Pty Ltd and GS Unloaders Pty Ltd (**the Employers**).
- A.3 The regulated employees covered by the order are employees of the Employers who work as storeworkers for the Regulated Host at the distribution centre located at 217-225 Boundary Road, Laverton North in the State of Victoria, 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 *Spotlight Distribution Centre Enterprise Agreement 2024* [AE526901] (**the Host Employment Instrument**).
- B. This order comes into force on 10 February 2026.

- 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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