



Triple Bottom Line (TBL) Assessment Summary

The Triple Bottom Line Assessment is required to be published in accordance with Part 4, section 23 (1)(b) of the Freedom of Information Act 2016

19/200 Labour Hire Licensing Bill 2020

| Summary of Impacts |
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| <p>The proposed reforms will:</p> <ul style="list-style-type: none"> develop a labour hire licensing scheme to promote integrity and encourage responsible practices in the labour hire industry; ensure that labour hire businesses operating in the ACT meet their workplace obligations and responsibilities to their workers; and create a framework that is effective in preventing and responding to non-compliance with workplace standards in the labour hire industry. |

| Level of impact | Positive | Negative | Neutral |
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Social

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| Justice and rights | <p>The proposed reforms will:</p> <ul style="list-style-type: none"> encourage responsible practices in the ACT labour hire industry; better protect workers' rights and entitlements; and provide a mechanism to influence compliance with workplace laws by labour hire operators in the ACT. |
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Economic

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| ACT Government Budget | <p>The proposed reforms may:</p> <ul style="list-style-type: none"> increase costs to the ACT Budget through the establishment of a new regulatory scheme; and increase costs for compliance and enforcement activities. <p>Regulatory costs would be offset licence fees on labour hire operators.</p> |
| Productivity | <ul style="list-style-type: none"> The proposed reforms will level the playing field for labour hire companies who are complying with their workplace obligations by ensuring that non-compliant operators are not able to undercut their competitors by avoiding obligations to their workers. |
| Competition | <ul style="list-style-type: none"> A register of licensed providers will be publicly available and may be used as a tool by other ACT regulators and users of labour hire services as evidence of compliance with workplace standards. Requiring all entities covered by the new arrangements to hold a labour hire licence may provide a disincentive for entities, particularly small and medium sized-labour hire businesses, from operating in the Territory. |

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| | <ul style="list-style-type: none">• The proposed Bill will increase competition amongst businesses in the labour hire sector who comply with their workplace standards. |
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Environment Nil impact.