

# Communication from VIDA

No. 2/2026

VIDA continues to work closely with regulatory and law enforcement bodies relating to integrity, conduct and related matters in the construction sector. VIDA provides the following information to support contractors' compliance with key obligations.

## Labour hire licensing

In Victoria, labour hire providers must be licensed, be run by fit and proper persons, and comply with relevant laws and a range of obligations under the *Labour Hire Licensing Act 2018*. Licensing helps to ensure labour hire companies meet their obligations to workers, and supports fairness, transparency and integrity in the industry.

VIDA reminds its contractors of the requirement to only enter into arrangements with labour hire providers that hold a licence.

The Labour Hire Authority's website contains a range of resources which can be used by industry participants to support compliance. This includes:

- a public [register](#) of all licensed providers;
- the [follow my providers](#) tool, which enables you to subscribe to receive notifications of changes to the status of a labour hire provider's licence;
- [guidance](#) for labour hire providers and hosts (those that engage labour hire providers), which includes advice to assist you to protect your business and workers when engaging labour hire providers;
- updates regarding current enforcement actions in relation to businesses in the construction industry – see [construction industry](#); and
- subscription portal to [LHA News e-newsletter](#) – VIDA encourages you to subscribe to keep up to date on Victoria's labour hire licensing scheme, including any changes to the scheme which may impact your business.

## Workplace rights and obligations

The Fair Work Ombudsman (**FWO**) has published a range of resources in relation to workplace rights and obligations to provide assistance to industry participants – see the dedicated page regarding the [building and construction sector](#) and also information on [representational rights and responsibilities in the workplace](#).

This includes information about [workplace protections](#) including freedom of association, which amongst other things make it unlawful to take or threaten to take adverse action based on being or not being a union member, and to coerce a person to join or not join a union.

VIDA reminds its contractors that VIDA does not require its contractors to have an enterprise agreement (or hold affiliation) with a union, or any particular union.

## Victorian OHS support

WorkSafe Victoria has a dedicated team to support worker consultation, representation and employer engagement.

The Industry and Representation Support Team is a statewide specialist team established to promote, support and enforce compliance with obligations relating to worker consultation, representation and issue resolution.

The Industry and Representation Support Team can assist VIDA's principal contractors in the establishment of worker consultation mechanisms, understanding of HSR roles and powers, establishing designated work groups and supporting valid HSR elections in line with the OHS Act.

Practical advice and guidance can be found in WorkSafe's Employer Representation Handbook that provides a comprehensive guide to Part 7 of the OHS Act. The handbook can be downloaded from WorkSafe's [website](#).

The team can also provide bespoke advice and guidance via on site presentations. To request a presentation from members of the team, including in relation to challenges you may be facing, you may contact the Industry Liaison Officers at [ilo@worksafe.vic.gov.au](mailto:ilo@worksafe.vic.gov.au) who will work with you to develop a fit for purpose presentation.

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VIDA encourages its contractors to make use of the resources described above and other resources to support compliance with relevant obligations.

In addition to oversight by applicable regulatory and law enforcement bodies, VIDA continues to administer the targeted audit and investigation program referenced in Communication from VIDA No. 4/2025. VIDA may assign independent firms to assess compliance with probity, integrity and legal requirements to any project at any time, with projects selected at random or based on risk factors identified by VIDA.

For any enquiries regarding this VIDA Communication No. 2/2026, please contact [IndustryReporting@vida.vic.gov.au](mailto:IndustryReporting@vida.vic.gov.au).