



Media Release

Employment Services industry takes aim at illegal and unethical labour practices

Melbourne, 15 June 2015: Illegal and unethical practices by employment services companies and their clients are in the sights of the Recruitment & Consulting Services Association Limited (RCSA) as it releases for public consultation its proposal for an Employment Services Industry Code (ESIC).

The peak industry body for the employment services sector this morning released for public comment its proposal for a code for the sector which could for the first-time provide a single national framework for the regulation of all participants in the employment services and on-hire marketplace.

The proposed code would adopt a national approach by operating federally, and not within the boundaries of any one state. It would also extend to the conduct of Australian employment service providers in off-shore jurisdictions, and would subject suppliers of employment services located overseas to any international covenants and treaties ratified by the source country of that labour.

The first moves towards a national approach were in 2003 with the ACCC's authorisation in Australia of the RCSA Code for Professional Conduct. The Code had been developed and authorised twice since then, most recently in 2014. However, the RCSA Code in its present form only applies to RCSA members.

Within a single national framework, employment service providers, and users of those services, would be required to identify all those involved in the supply of labour in a tiered supply or chain supply arrangement. Users of services that engage third-party agents to act on their behalf would also be required to take all reasonable steps to ensure they are not in breach of an ESIC.

About the Public Consultation for an ESIC

- The RCSA is keen to hear from a broad cross-section of the community;
- The public consultation opens on Monday 15th June and closes on Friday 14th August 2015 following which the proposal for an ESIC will go to Government for their consideration;
- Further details about the ESIC, and to provide comments or feedback go to www.rcsa.com.au
- Public consultation sessions will be held nationally commencing on the 22nd of June. To register to attend a consultation and further details about the time and location for public consultations is available at www.rcsa.com.au

Comments that may be attributed to Robert van Stokrom FRCSA, RCSA President and Chair of the ESIC Development Committee.

“RCSA has been developing an ESIC for some time, and we see this as a key initiative that would set a new standard and responsibility for the legal and ethical conduct of all parties and at all points of the employment services supply chain for labour.”



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“Rubbing out illegal and unethical practices by users and suppliers of employment services was last month brought into sharp focus with the ‘Four Corners’ story about the exploitation of migrant workers. RCSA believes the exploitation of migrant workers by a small number of unscrupulous operators in the agriculture industry is the tip of the iceberg, and that similar practices exist in a number of sectors.”

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About the RCSA

The Recruitment & Consulting Services Association Limited (RCSA) is the leading industry body for the employment services sector in Australia and New Zealand. With over 3,000 corporate and individual Members, the Association sets professional standards, conducts research, educates and develops members’ skills, monitors industry developments and lobbies government on issues directly affecting members.

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