

HOW TO SPOT DODGY LABOUR HIRE IN NEW ZEALAND

Reputable labour hire firms play a vital role within New Zealand by helping Kiwis find work, keeping our businesses competitive and our economy strong. But, there are some labour hire firms out there that don't play by the rules and you need to know what they look like so you don't get burnt.

Dodgy labour hire providers typically operate in blue-collar and agricultural industries, supplying lower skilled workers, so this guide is prepared for businesses in those industries.

For more information on this guide, or how to find a professional labour hire firm, go to www.rdsa.org.nz and use the Member Directory or search the registry at www.staffsure.org

10 SIGNS OF DODGY LABOUR HIRE

One of these, on its own, does not necessarily mean the labour hire provider is dodgy, but it should raise suspicion. When several of these indicators are evident your suspicion levels should be very high.

1. They don't have an office and only use a mobile phone to conduct business.
2. They rarely answer your calls and are reluctant to meet in person.
3. They quote charge rates and prices that appear too good to be true and leave you thinking "I don't know how they do it" (charge well below better known labour hire firms).
4. They prevent you speaking with their labour hire workers directly.
5. They can't or won't provide you with their business details (NZBN, Company Number or registered address).
6. They can't or won't provide you with references from other clients.
7. They say yes to everything without demonstrating confidence about employment relations and other business principles.
8. They supply low-skilled workers as independent contractors (rather than employees) or say they are not the employer of the workers.
9. They don't arrange to conduct safety assessments of your systems and workplace and claim that is somebody else's responsibility.
10. They are vague and dismissive of requests for proof of their workers' rights to work in New Zealand with the appropriate visa.

THIS IS NOT AN EXHAUSTIVE LIST