



Operational Update

EQL Contestable Works Subcontracting vs Labour Hire

Issue # C-0079 – 04/02/2026

Target Audience

Ergon Energy & Energex Accredited Service Providers (ASP) – Contestable Works

Purpose

To clarify the rules and responsibilities when Accredited Service Providers (ASPs) engage additional resources for project support including cable jointing, overhead line work or similar tasks.

Key Principles

When an ASP provides a resource to another ASP, this is considered subcontracting, not labour hire.

Responsibilities

The principal ASP (Lead Contractor) is responsible for safe systems of work, risk assessments, and supervision.

By default, the principal ASP bears accountability for all defects and compliance on the job.

In situations where the principal ASP does not hold the relevant WCS rating, the accountability for defects and compliance will be assessed following investigation(s) by EQL to determine the responsibility of the subcontracting ASP.

Subcontractors must comply with the principal ASP's safe systems of work and site induction.

The principal ASP is accountable for ensuring Subcontractors are paid the applicable Core Rates of Pay and all subcontractors will be included within all Principal Rates of Pay audits.

ATC Form Requirements

All subcontracting arrangements must be declared on the Approval to Construct (ATC) form.

The principal ASP is responsible for ensuring that the ATC is updated to include all subcontractors, and that the updated ATC is submitted to EQL at the time of engagement of the subcontractor(s).

Implementation Date

Effective immediately.

Contact Information

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