

## Attachment 6: Licensing fee structures

**Table 1: Examples of fee structures in other licensing schemes**

Scheme	Fee structure																				
Gangmasters Licensing Authority (UK) (GLA)	<p>To obtain a new GLA licence applicants must pay an application fee and an inspection fee. These are non-refundable whether the licence is granted or refused. When renewing a licence, an annual renewal fee is payable, but there is no charge for any inspection which may be required.</p> <p>Fees are calculated according to the gross annual turnover of the business.</p> <table border="1"> <thead> <tr> <th>Annual turnover</th> <th>Fee band</th> <th>Application or renewal fee</th> <th>Inspection fee</th> </tr> </thead> <tbody> <tr> <td>£10 million or more</td> <td>A</td> <td>£2,600</td> <td>£2,900</td> </tr> <tr> <td>From £5 million to less than £10 million</td> <td>B</td> <td>£2,000</td> <td>£2,400</td> </tr> <tr> <td>From £1 million to less than £5 million</td> <td>C</td> <td>£1,200</td> <td>£2,150</td> </tr> <tr> <td>Less than £1 million</td> <td>D</td> <td>£400</td> <td>£1,850</td> </tr> </tbody> </table>	Annual turnover	Fee band	Application or renewal fee	Inspection fee	£10 million or more	A	£2,600	£2,900	From £5 million to less than £10 million	B	£2,000	£2,400	From £1 million to less than £5 million	C	£1,200	£2,150	Less than £1 million	D	£400	£1,850
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Employment Agency Licence (Singapore)	<p>\$400 (Singaporean dollars) Application Fee is payable when submitting a licence application. If the licence is approved, an 'in-principle approval' (IPA) is issued. The IPA is valid for 4 weeks.</p> <p>Within 4 weeks of the IPA being issued, the agent is required to buy a security bond (in the form of a banker's guarantee). The bond amount ranges from \$20,000 to \$60,000.</p> <p>If successful, the applicant receives a notification stating that the application has been approved, pending payment for issuing the licence. A \$100 issuance fee is then payable.</p>																				
Electrical Safety (occupational licence)	<p>Electrical work licence fees range from \$75.70 for application for issue of electrical work licences to \$361.40 for an application for issue of electrical contractor licences in Queensland. In Victoria, in order to obtain an electrician's licence, an application fee of \$378 must be paid for a five year licence (in addition to holding the correct qualifications).</p>																				
Queensland Building and Construction Commission (QBCC)	<p>Nominee or Site Supervisor Grade \$390.30            Fire Occupational Licence \$222.20            Builder or Trade Contractor Grade \$602.30 - \$1,320.55</p>																				
Real estate agent	<p>\$1,330.90 for one year</p>																				

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Inbound tourism operator licence	\$775.65 for one year
Tattoo operator licence	\$1,275 for one year

**Table 2: Fee structure proposals in submissions in response to Issues Paper**

Submitted by	Proposed fee structure
Australian Employment Network	Noted that GTOs are required to undertake an audit process at their own cost to maintain their recognition and that a fee similar to this cost would be appropriate.
Housing Industry Association	Argued that a fee structure would provide little revenue for enforcement activity once the administration of the licensing system had been covered.
Ai Group	Submitted that the fee should not be so onerous as to be a barrier to participants entering the industry or result in companies exiting the industry.
Construction, Forestry, Mining and Energy Union	Submitted that it should be an annual fee, collected upon the approval and subsequent anniversary of the licence being granted or at the beginning of each financial year. Submitted that the fee can be a sliding fee, provided that the licensee being able to show commitment to complying with their obligations.
Master Builders Queensland	Noted that the QBCC regulates the building and construction industry and submitted that all QBCC licensed operators should be excluded from any additional licensing. Noted that QBCC licensing fees for a Builder of Trade Contractor range from \$602.30 to \$1,320.55.
National Union of Workers	<p>Submitted that the amount should be based on the size of the operator, with reference to the number of employees on the labour hire company's books (headcount rather than full time equivalent employees). The fee would be paid annually, and increased annually in line with the Consumer Price Index (CPI). It would operate on a tiered system, for example 0-50 employees = lower fee, 51-199 employees = moderate fee, and 200+ employees = higher fee, where number of employees would be averaged every three months. They further suggested that the amount have a performance component and provided the Singaporean example where the amount is revised depending on the employment agencies placement volume and demerit points for non-compliance. They highlighted that setting the value of the fee should occur only after consultation with key stakeholders.</p> <p>Suggested that the annual brothel licensing fee under the <i>Prostitution Act 1999</i> (Qld) would be the most analogous fee price setting for labour hire companies.</p>

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Queensland Council of Unions	Suggested that the licence fee for a brothel licence pursuant to the <i>Prostitution Act 1999</i> (Qld) should be replicated, which would be sufficient to achieve the aims established. Suggested that the payment of the licence fee could coincide with the anniversary date of any legislation introduced.
Lockyer Valley Regional Council	Held discussions with growers and labour hire contractors and the general consensus was a minimal, non-refundable fee of \$550. Fees thereafter would be scaled by size of operation as verified in the annual audit process. One percent of annual turnover would allow small operators to pay the minimum \$550 and larger operators to pay significantly more without prejudice to any specific operation.
Electrical Trades Union	Supported an annual licence fee and agreed that it must be sufficient to fund the licensing and compliance unit. It would increase in line with the Consumer Price Index.
Queensland Horticulture Council	Submitted that the licensing fee should not be set at so high a rate to cause increased costs for growers.
Maurice Blackburn Lawyers	Supported an annual licensing fee, suggesting that the amount would fund the licensing body and activities of the compliance unit. It should be based on the size of the operator, with particular reference to the number of employee (assessment to be on headcount rather than Full Time Equivalent employees). The amount would be increased annually with the Consumer Price Index (CPI). Further submitted that the fee should be reduced for good behaviour.
Australasian Meat Industry Employee's Union	Support the QCU in its submissions.
Australian Manufacturing Workers' Union	Support the QCU in its submissions. The AMWU highlighted that provision must be made for annual increases to the fee, with a minimum increase being tied to the CPI.
Local Government Association of Queensland	Submitted that fees should not be so onerous as to discourage companies from applying, that the resultant cost of their services make them commercially non-viable.
Association of Professional Staffing Companies	Highlighted that the fee needs to be seen to be more than a "collection of funds" and, more importantly it needs to be seen that end users do not engage with anyone outside whatever system is established.
Queensland Resources Council	Did not support for a licensing fee to be introduced.