

# Skills Standard Fact Sheet

## Standard 3: Prohibited Employers

A prohibited employer, once declared by the Commission, is prevented from employing apprentices or trainees either directly or through a host employer arrangement. Their details will also be placed on the [South Australian Skills Register](#).

The Commission will determine whether or not to declare an employer to be prohibited, as outlined in the Skills Standards.

Before declaring an employer to be prohibited, the Commission must notify the employer in writing of the intention to declare them a prohibited employer and allow the employer at least 14 days to respond as to why the declaration should not be made.

The Commission may vary, suspend or cancel the registration of the employer without notice if it believes on reasonable grounds that an apprentice or trainee employed by the employer is at imminent risk of harm.

If declared as a prohibited employer, that employer's registration will be cancelled from the date of the declaration.

An employer must not place an apprentice or trainee under the Training Contract with a prohibited employer via a host arrangement.

The Commission may, by notice in writing vary or revoke a declaration if the Commission is satisfied that it is, in all circumstances, appropriate to do so.

The South Australian Civil and Administrative Tribunal (SACAT) has jurisdiction to review a decision of the Commission to prohibit an employer.

An application to the SACAT to review a decision must be made using the online form available at: <https://www.sacat.sa.gov.au/applications-and-hearings/how-to-apply-to-sacat>.

Refer to the [South Australian Skills Standards](#) for full details.

For more detailed information, please contact the South Australian Skills Commission on **1800 673 097**.