

Sham Contracting

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There is a notorious practice in the construction industry known as 'sham contracting'. It works as follows. A contractor has several registered companies. For the present purposes, they will be given the fictional names of A1, A2 and A3. The companies trade under the umbrella of the 'A Group' (another fictional name that is probably not a registered business name or, if it is registered, it is the business name under which all of A1, A2 and A3 trade). Only A1 has any assets. A1 tenders for a large project, let us say, to a government department. The department's financial check on A1 proves satisfactory and A1 wins the contract.

Using the letterhead 'A Group' the contractor invites tenders from subcontractors. There is nothing on the letterhead to indicate which of the companies in the A Group intends to accept the subcontractors' tenders. Believing that they are tendering to the company that won the government contract, the subcontractors address tenders to the A Group. They are notified by the A Group that their tenders are accepted. Then, often after they have commenced work, they are sent a contract in the name of A2 to sign. Usually the subcontractors don't appreciate the fraud that the contractor intends to perpetrate and they sign up with A2.

The subcontractors send invoices for progress payments to A2. A2 has no money so A1 pays the invoices. When it comes to the final payment, the subcontractors find that they are owed money but A2 is insolvent. A2 may even have changed its name to protect the reputation of A1. If a subcontractor makes a claim against A1, A1 will defend the claim by arguing that A1 had no contract with the subcontractor. A1 will say that A2 was a subcontractor to A1 and A1 owes no money to A2. A1 will have a sham subcontract with A2 and A1 will say that moneys paid by A1 were only paid to the subcontractor at the direction of A2. A1 will give the government department statutory declarations that A1 has paid all its subcontractors.

Usually, the directors of A1 will be directors of A2 and A2 will have no separate office, management or employees. There may be correspondence and directions on the letterhead of A2 to subcontractors but the correspondence and directions will actually emanate from the management and staff A1. Although subcontractors will be told to invoice A2, A2 may not even have a bank account. It is more unlikely that moneys will flow from A1 to A2. To use the words of Buchanan J cited below, A2 'has no assets and no management structure of its own, and it exists only as a corporate shell to protect another company, which does have assets, from liability'.

In industrial law, a sham contract is where an employer deliberately disguises an employment relationship as an independent contracting arrangement to avoid giving employees their full entitlements. Under the *Fair Work Act 2009* (Cth) employees can enforce entitlements against the employer notwithstanding the existence of a sham contract.

In *Fair Work Oshodunso v Ramsay Food Processing Pty Ltd* [2011] FCA 1176 Ramsay who operated an abattoir established a subsidiary called *Tompax Holdings Pty Ltd* who employed 11 workers. Ramsay entered a contract with Tompax under which Tompax agreed to provide labour to Ramsay. The only money that went into the account of Tompax was what was necessary to pay the employees. Tompax went into

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