

BLACK GARTER

Worker Agreement and Forms

Your independent contractor agreement and the six forms you complete on arrival. Draft: final version reviewed by a lawyer.

SAMPLE OF WHAT YOU WILL BE GIVEN WHEN YOU ARRIVE

OCTOBER 2026 · GARTER.BLACK/ROSE

Part 1 — Independent contractor agreement

Black Garter, 17–19 The Seven Ways, Rockdale NSW 2216

This agreement is written in plain English on purpose. If anything in it is unclear, ask us, ask Aphrodite at a help counter, or ask SWOP NSW (02 9184 9466) before you sign. You can take it away and read it for as long as you need.

1. Who this agreement is between

1.1 The venue: _____, ABN _____, which runs Black Garter ("we", "us", "the venue").

1.2 The worker: the person named in Schedule 1 ("you"). You are known at the venue by your working name. Your legal name appears only in Schedule 1, which is kept confidential (clause 10).

2. What kind of arrangement this is

2.1 You are an independent contractor running your own business. You are not our employee.

2.2 That is only true if it is how things really work, so we both agree that:

- you decide whether you work, which days and for how long;
- you decide which clients you see, and you can refuse anyone, at any time, for any reason;
- you decide which services you offer, and you can change them at any time;
- you can work at other venues, privately or online, and you do not need our permission;
- we will never fine you, set you a quota, or require you to work a minimum number of shifts.

2.3 You use the venue's rooms, reception, security and supplies to run your business. In return, the venue keeps a share of each booking (clause 6).

3. How long it lasts and how it ends

3.1 This agreement starts when we both sign it and continues until either of us ends it.

3.2 You can end it at any time, for any reason, by telling us in person or in writing. You owe no notice period, fee or penalty.

3.3 We can end it by telling you in writing, with our reasons. We will only end it without notice for serious misconduct, such as violence, theft, supplying drugs on the premises, or deliberately endangering another person's health or safety.

3.4 When it ends, we pay you everything you are owed within 1 business day, and we remove your photos and profile from everything we control (Form A).

4. Your services and your boundaries

4.1 You record the services you offer, and your limits, on Form D. It is yours to change at any time, including in the middle of a shift. Reception will always go by your latest version.

4.2 **Right of refusal.** You may refuse any client or any service, and stop any booking at any time. We will support every refusal and deal with the client. You will never be penalised for refusing, including by being given fewer shifts or introductions.

4.3 **Condoms** are used for all vaginal, anal and oral sex on a penis. We provide condoms, dams, gloves and lubricant free. No one may ask you to go without, and removing a condom without consent is a crime.

4.4 Before each booking, you and the client agree the service, the time and the price, following the venue's pre-session procedure (Plan of Management, section 3).

5. Shifts and the roster

5.1 You choose your own shifts using Form E. The venue opens every day from 11am to 3am.

5.2 When the roster is full, first preference goes to workers who can start at opening (11am) or stay until close (3am). That is the only rostering preference.

5.3 An optional session after close on Friday and Saturday nights (3am to 11am) may be offered once the venue's approved hours allow it. Working it is entirely your choice.

5.4 We confirm your shifts at least 48 hours ahead. You can swap with another worker; just tell reception. If you cannot come in, tell us as early as you can. There is no penalty for cancelling.

5.5 If you work more than 12 hours in a day, the manager will check in with you. You can take breaks whenever you need them and finish early at any time.

6. Prices, your share and how you are paid

6.1 Booking prices are set out on the price list in Schedule 2. Your share of each booking is also set out there. We will give you at least 14 days' written notice of any change, and discuss it at the monthly meeting first.

6.2 Your share is paid in full at the end of every shift, by cash or bank transfer to an account in your own name, with an itemised record of every booking. Any tips a client gives you are yours.

6.3 **What we will never charge or take:** no sign-on, bond, deposit, photo, training, advertising, room, linen, towel, condom, lubricant or cleaning fees; no fines; no deductions except any card surcharge set out in Schedule 2. We will never lend you money or let anyone run a debt against your earnings.

6.4 If you think a payment is wrong, tell a manager. We will check it with you against the booking records within 24 hours.

7. What the venue provides

- A clean, private room for each shift, with fresh linen and towels for every booking.
- Free condoms, dams, gloves, lubricant, soap and paper towels.
- Reception, client screening, photo ID checks on every client, CCTV in common areas (never in rooms, bathrooms or change areas), duress alarms and door staff.
- A private rest room, a locker, a kitchenette and water.
- Induction, training and the New Starter Guide.
- Help counters with Aphrodite, our AI assistant, for questions at any time.
- Workers compensation cover (clause 9.3).
- Optional, free savings guidance and future-planning coaching. It is general education, not personal financial, tax or superannuation advice, and it is never a condition of this agreement.

8. Your responsibilities

8.1 ABN and tax. You hold your own ABN, declare your income, keep your own records, and register for GST when the law requires it. We do not take tax out of your pay.

8.2 The venue's policies. You follow the Plan of Management's health, safety, security and conduct policies. They exist to protect you and everyone else in the building.

8.3 Sexual health. You have a sexual health check before your first shift and at least every 3 months, and show us a certificate of attendance, which may be in your working name. We never ask for, see or keep your results. If you have symptoms of an STI, you stop working until a clinic says you are clear, and we will never penalise you for that.

8.4 No drugs or alcohol on shift. You do not use illicit drugs on the premises, or work while affected by drugs or alcohol. If you are struggling, tell us: you will not be punished, and we will help you find support.

8.5 Confidentiality. You keep clients' and colleagues' details private, and use working names only.

9. Health and safety

9.1 The venue has duties to you under the Work Health and Safety Act 2011, whether or not you are a contractor. We will consult you on health and safety at the monthly meeting and at any time you raise something.

9.2 You may stop any booking, leave any room and press the duress alarm whenever you feel unsafe. Staff will come immediately.

9.3 Workers compensation. SafeWork NSW advises that sex workers are deemed workers for workers compensation in NSW. The venue holds a policy that covers you: _____. Report any injury to a manager as soon as you can.

9.4 Any incident is recorded, and serious ones are notified to SafeWork NSW. You can also contact SafeWork NSW yourself on 13 10 50.

10. Privacy

10.1 We collect only what we need, and we explain it in Form C. Your legal name, date of birth and ID details are kept in a locked, access-controlled record, used only where the law requires (tax, workers compensation, work-rights checks), and never shown to clients.

10.2 You can ask to see the information we hold about you at any time.

11. Photos and marketing

11.1 We will only photograph, film or advertise you if you sign Form A. You can refuse without any effect on your shifts.

11.2 You can withdraw your consent at any time. We will remove your photos and profile from everything we control within 48 hours.

12. Work rights

12.1 With your written consent (Form B), we check your identity, age and, if you are not an Australian citizen, your work rights on VEVO.

12.2 We will never hold your passport or identity documents. No one at the venue may ask to keep them.

12.3 If anyone, anywhere, is forcing you to work or holding your money or documents, tell us, or contact the Australian Federal Police on 131 237. You will not be in trouble with us.

13. Disagreements

13.1 If something is wrong, tell a manager first, in person or in writing, or anonymously. We will respond within 3 business days.

13.2 If that does not fix it, either of us may ask for help from an independent person, such as SWOP NSW or a mediator we both agree on.

13.3 You can go to SafeWork NSW, the Fair Work Ombudsman (13 13 94) or a lawyer at any time. We will never treat you worse for raising a concern.

14. Before you sign

14.1 We encourage you to get independent advice before signing. SWOP NSW can help for free. If you need an interpreter, we will arrange one through TIS National (131 450) at no cost to you.

14.2 You do not have to sign on the day you receive this agreement.

14.3 By signing, you confirm you are 18 or over, you have read this agreement (or had it read to you in your language), and you are signing freely. No one is making you do this work.

15. Signatures

Worker (working name): _____

Signature: _____ Date: _____

For the venue (manager's name and role): _____

Signature: _____ Date: _____

Schedule 1 — Worker details (confidential)

Kept in a locked, access-controlled record. Never shown to clients. Only managers can see it.

Working name	
Legal name	
Date of birth (18 or over, checked against photo ID)	
ABN	
Registered for GST?	Yes / No
Phone (work)	
How you prefer us to contact you	Text / Call / Email / Message app
Emergency contact (name and phone; optional)	
Payment method	Cash / Bank transfer to an account in your own name
Start date	

Schedule 2 — Price list and your share

Booking	Client pays	Your share	Venue share
30 minutes	\$_____	\$_____	\$_____
45 minutes	\$_____	\$_____	\$_____
60 minutes	\$_____	\$_____	\$_____
Each extra 30 minutes	\$_____	\$_____	\$_____
Massage only, 60 minutes	\$_____	\$_____	\$_____
Escort or outcall, per hour (only if you offer it)	\$_____	\$_____	\$_____

- **Card surcharge:** _____.

- **Tips:** yours in full.
- **Extras you agree directly with a client** within your listed services: _____.
- **Changes:** at least 14 days' written notice, discussed at the monthly meeting first (clause 6.1).

Form A — Photo, video and marketing consent

You do not have to sign this form to work at Black Garter. Saying no has no effect on your shifts, introductions or pay. You can say yes to some things and no to others, and change your mind at any time.

Working name: _____

What you agree to

Tick yes or no for each line.

	Yes	No
Photos taken at the venue by the venue's photographer	☐	☐
Short video clips taken at the venue	☐	☐
My face may be shown	☐	☐
My face must be hidden, blurred or cropped	☐	☐
Tattoos, birthmarks and other identifying features must be covered or removed	☐	☐
My working name and profile on the venue's website roster (garter.black)	☐	☐
The venue's social media accounts	☐	☐
Paid advertising and adult directories the venue uses	☐	☐
AI editing of my photos (retouching, lighting, background)	☐	☐
AI-generated images or video of my likeness	☐	☐

Anything else you want or do not want: _____

What we promise

- 1. You see it first.** Nothing is published until you have seen and approved the final image, video or profile text.
- 2. You get copies** of your approved photos, free.
- 3. No cost to you.** There is no photo or advertising fee, now or later.
- 4. Withdrawing consent.** Tell a manager or Aphrodite, in person or in writing. We will remove your photos and profile from everything the venue controls within 48 hours, and stop any paid advertising using them.
- 5. Honest limits.** Once something is online, other people can copy it, and we cannot recall copies made by others. That is why you decide about your face and identifying features first.
- 6. AI likeness.** If you say yes to AI-generated images or video, they are used only for Black Garter's own marketing, only in the ways you approve, and they stop being used when you withdraw consent. Your likeness is never sold or licensed to anyone else.

7. **When you leave**, everything is removed as in point 4, unless you ask us in writing to keep your profile up.

Signature: _____ Date: _____

Withdrawn on (date): _____ Removal confirmed by (manager): _____

Form B — Identity, age and work-rights check

consent

Working name: _____

Why we check

Everyone who works at Black Garter must be 18 or over, and anyone who is not an Australian citizen must have a visa that allows the work. The law makes the venue responsible for checking both. We ask your consent before we do it, and we tell you exactly what we keep.

What we check and what we keep

Check	How	What we keep
Identity and age	We look at your photo ID with you.	Your legal name, date of birth, the type of ID and the date we checked. We do not keep a copy of the ID.
Work rights (if you are not an Australian citizen)	We check your visa on VEVO, the government's online visa check, with you present.	The VEVO result and the date. We do not keep a copy of your passport.

- We check again when a visa is due to expire, and we tell you before we do.
- The record is kept locked and seen only by managers.
- **We will never hold your passport, visa or ID.** No one at the venue may ask to keep them. If anyone does, tell a manager or call the Australian Federal Police on 131 237.
- If your visa does not allow this work, we will tell you privately and explain where to get free advice. We will not report you to anyone for asking.

Your consent

I consent to Black Garter checking my identity, age and, if it applies, my work rights, as described above.

Signature: _____ Date: _____

For the venue: ID type checked: _____ VEVO checked (if applicable): Yes / No / Not applicable
Result: _____ Visa expiry: _____ Checked by: _____ Date: _____

Form C — Privacy notice

This notice explains what information Black Garter keeps about you, why, who can see it, and for how long. We follow the Australian Privacy Principles.

What we keep	Why	Who can see it	How long
Working name, work phone, contact preferences	To roster and contact you	Managers and reception	While you work here, then 12 months
Legal name, date of birth, ID type, ABN (Schedule 1 and Form B)	Age and work-rights checks, tax and workers compensation	Managers only, in a locked record	5 years after you leave
VEVO result (if it applies)	Work-rights check	Managers only	5 years after you leave
Dates of your sexual health check attendance certificates (never results)	House health policy	Managers only	While you work here
Booking and payment records	Paying you correctly and tax records	Managers; you can see your own	5 years
Incident and injury records	Work health and safety law	Managers; SafeWork NSW and the insurer if required	At least 5 years
CCTV of common areas (never rooms, bathrooms or change areas)	Safety and security	Managers and the CCTV assistant, with every access logged	30 days, unless needed for an incident
Photos and profile (only with Form A)	Marketing you approved	Public, as you chose	Until you withdraw consent
Your conversations with Aphrodite	Answering your questions		

What we will never do

- Sell your information, or give it to clients.
- Show your legal name to clients or other workers.
- Share your information with anyone else, except where the law requires it: for example, the Australian Taxation Office, SafeWork NSW, our workers compensation insurer for a claim, or police with a warrant or other legal power.

Your rights

- You can ask to see the information we hold about you, and ask us to correct it.

- You can ask us to delete information we no longer need to keep by law.
- If you are unhappy with how we handle your information, tell a manager. If that does not fix it, you can contact the Office of the Australian Information Commissioner (oaic.gov.au).

I have read this notice, or had it read to me in my language.

Working name: _____ Signature: _____ Date: _____

Form D — Services and boundaries sheet

This sheet is yours. You can change it at any time, including in the middle of a shift, by telling reception or updating it with Aphrodite. Reception always goes by your latest version. You can still refuse any client or any service on the day, even if it is ticked here.

Working name: _____

Booking lengths I offer

	Yes	No
30 minutes	☐	☐
45 minutes	☐	☐
60 minutes	☐	☐
Longer bookings (up to ____ hours)	☐	☐

Services I offer

Each service is described in the service guides you receive at induction.

	Yes	No	Notes
Massage only	☐	☐	
Full service	☐	☐	
Couples bookings	☐	☐	
Escort or outcall	☐	☐	
Dinner or social dates	☐	☐	
Overnight bookings	☐	☐	

Condoms are used for all vaginal, anal and oral sex on a penis. This is not optional and does not appear on this sheet.

My boundaries

Things I do not offer, or clients I would rather not see (reception will not introduce you to them):

My boundaries

Safety

My code word for reception (said on the room intercom, it means "come to my room now"):

Signature: _____ Date: _____

Last updated: _____

Form E — Availability and communication preferences

You choose your shifts. This form helps us roster you the way you want. Change it any time.

Working name: _____

When I would like to work

Tick the times that suit you. The venue opens every day, 11am to 3am.

	11am start (opening)	Afternoon	Evening	Until 3am (close)	3am–11am witching hour (after Fri and Sat nights only)
Monday	☐	☐	☐	☐	
Tuesday	☐	☐	☐	☐	
Wednesday	☐	☐	☐	☐	
Thursday	☐	☐	☐	☐	
Friday	☐	☐	☐	☐	☐
Saturday	☐	☐	☐	☐	☐
Sunday	☐	☐	☐	☐	

The witching hour session runs only once the venue's approved hours allow it. When the roster is full, first preference goes to workers who can start at 11am or stay until 3am.

Longest shift I want to work: _____ hours. Most days a week: _____

How I like to be contacted

	Yes
Text or message app	☐
Phone call	☐
Email	☐
Roster and changes sent to me in writing	☐
A reminder the day before my shift	☐

My preferred language: _____ I would like an interpreter for important conversations: Yes / No

What helps me work well

Optional. You do not need a diagnosis or a reason. Tick anything that would help, or add your own.

	Yes
Instructions in writing as well as spoken	☐
One named contact person each shift	☐
Advance notice of any change	☐
Regular breaks in the quiet room	☐
Headphones, sunglasses or stim tools in personnel areas	☐
Lower lighting or quieter music in my room	☐
Fragrance-free products	☐
Time to think before answering questions	☐
A signal card to let reception know I need a break, without explaining	☐

Anything else: _____

Signature: _____ Date: _____

Form F — Induction checklist

Completed on your first shift, with a manager. Take as long as you need. Each item is initialled by you and the manager once it has been shown or explained and you have had the chance to ask questions.

Working name: _____ Date: _____

Item	Worker	Manager
Paperwork		
Agreement and Schedules 1 and 2 explained, and a copy given to you		
Forms A to E explained; Form A is optional		
New Starter Guide given		
The building		
Tour of reception, lounge, your room, rest room, locker and kitchenette		
Exits, evacuation route and assembly point shown		
Fire extinguishers and robes shown		
Safety		
Duress alarm in your room shown and tested with you		
Room intercom and your code word set up with reception		
How reception screens clients and checks ID		
How to end a booking and leave the room if you feel unsafe		
What happens after an incident, and the support available		
Health		
Where condoms, dams, gloves and lubricant are kept		
Sharps containers and first aid after a needlestick or exposure		
What to do if a condom breaks, and the PEP Hotline (1800 737 669)		
Health check policy: attendance certificates every 3 months, never results		
Work		
Introductions and the pre-session agreement		
Your right to refuse any client or service, and how reception backs you		
How bookings are timed, and how you are paid at the end of each shift		

Item	Worker	Manager
How the roster works and how to swap or cancel a shift		
Help		
Aphrodite help counters shown		
Who to talk to if something is wrong, including SWOP NSW (02 9184 9466)		
Optional savings guidance and future-planning coaching explained		
All your questions answered		

Worker signature: _____ Manager signature: _____

Sources

- [Fair Work Ombudsman, Sham contracting](#) (Fair Work Act 2009 ss 357–359)
- [Crawford de Carne, Employee or contractor? The law after s 15AA of the Fair Work Act](#)
- [SafeWork NSW, Health and safety guidelines for sex services premises in NSW](#)
- [Crimes Act 1900 \(NSW\) s 61HI](#)
- [Australian Taxation Office, Registering for GST](#)
- [Office of the Australian Information Commissioner](#)
- Black Garter Plan of Management (Part A and Part B House Standards) and New Starter Guide, October 2026