

Agriculture Workforce Forum

Bowen, Queensland

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Department of Employment and Workplace Relations

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Australian Government



The PALM scheme seeks to:



Recognise the mutual interest of all participants



Support the wellbeing of workers participating in the scheme and uphold their workplace rights and protections

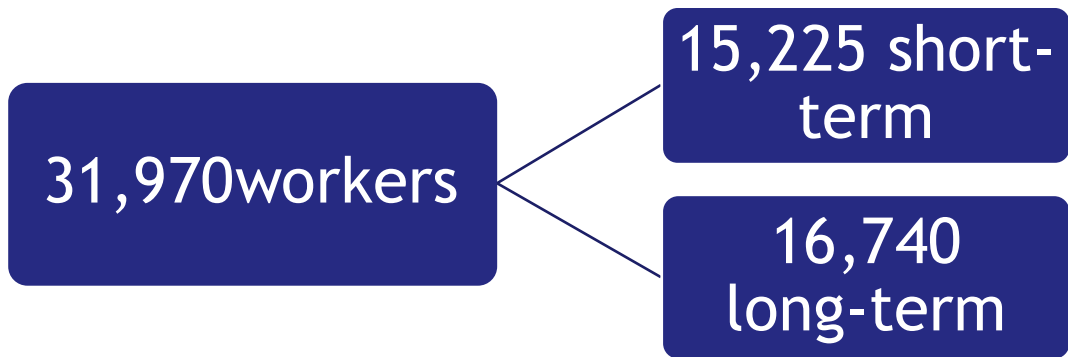


Support the economic growth of participating countries by contributing to gross domestic product, strengthening domestic labour markets through embedding a skills dividend

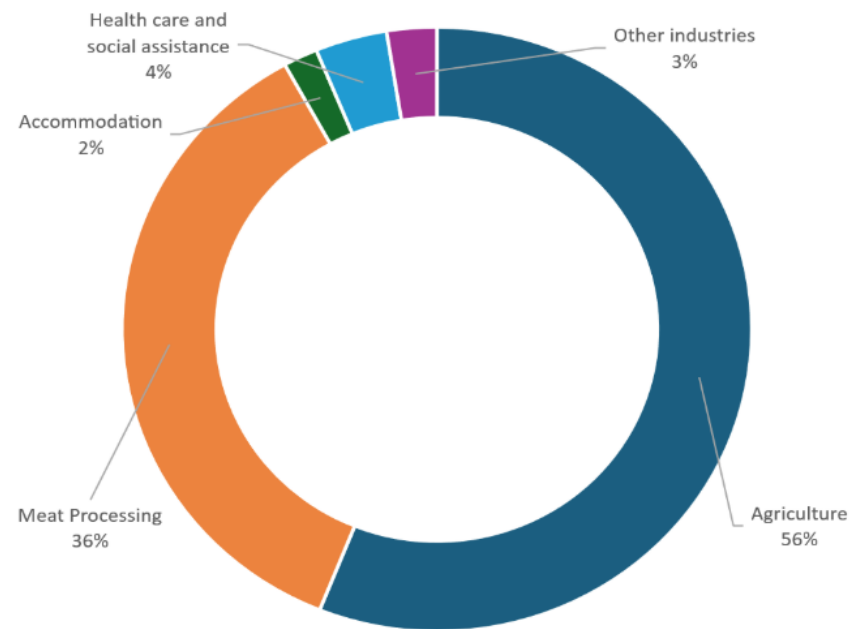


Address workforce shortages in Australia

Worker snapshot



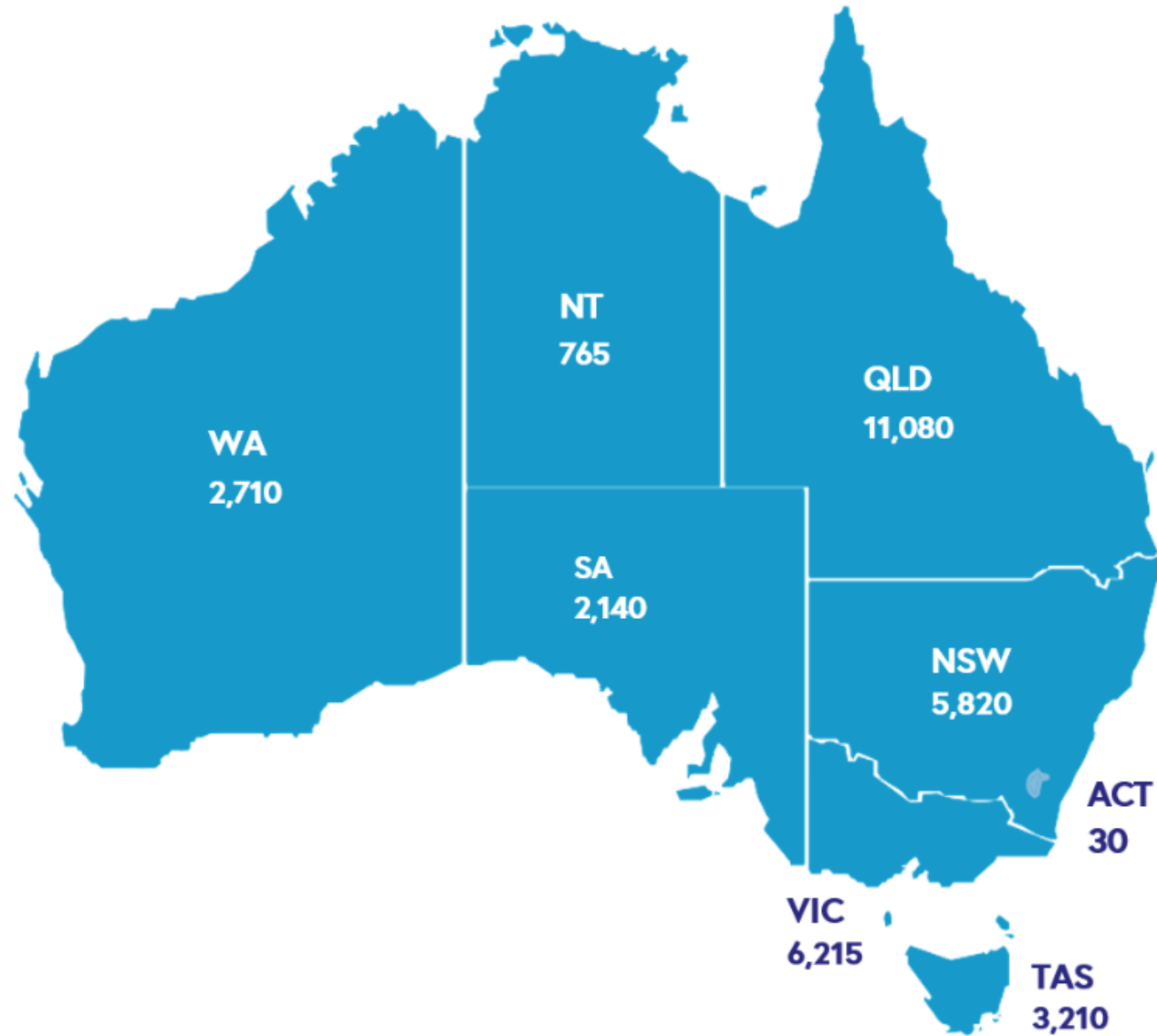
Participation by industry



Country of origin

Fiji	Kiribati	Nauru	Papua New Guinea	Samoa	Solomon Islands	Timor-Leste	Tonga	Tuvalu	Vanuatu
4,950	1,505	40	2,665	2,705	4,505	5,245	3,230	290	6,835

Workers by state and territory



Worker snapshot for Bowen region

20 Approved Employers

32 Host Employers



How to become a PALM scheme employer

To be eligible for the PALM scheme, your business must meet financial viability requirements, as well as industry and location criteria. A series of checks will be conducted to confirm your business is eligible, suitable, and capable of meeting the scheme's obligations.

Eligibility assessment is generally based on:

- ✓ Company / Business structure
- ✓ Industry type: agriculture and agriculture related food processing (meat, seafood, fruit and vegetable processing), aged care, hospitality and tourism
- ✓ Location based, generally rural and regional postcodes
- ✓ Hold a TAS, Temporary Activity Sponsorship through Home Affairs
- ✓ Demonstrate Operational History

Options to access PALM scheme workers



Check your eligibility to join the PALM scheme



Complete the application and undergo business checks



Learn about recruitment processes

Option 1: Australian businesses can **recruit PALM scheme workers directly** once they have become an approved PALM scheme employer

- The PALM visa is a sponsored visa.
- Business must meet eligibility criteria and become a temporary activities sponsor (TAS) before sponsoring PALM worker visas.
- You will be supported by the PALM team throughout the entire process.
- For full details: www.palmscheme.gov.au/employers

Option 2: Australian businesses can **recruit PALM scheme workers from a labour hire company** who is already an approved PALM scheme employer.

- Contact a labour hire company to support your workforce needs.
- The PALM scheme website has a list of approved employers.
- For full details: www.palmscheme.gov.au/current-employers

Key PALM scheme employer obligations



Workplace & relevant laws

Meet all relevant laws (workplace, labour hire, WHS, tax, superannuation, discrimination, privacy, human rights)



Temporary Activity Sponsor

Approved by Department of Home Affairs



Health, support & welfare

Arrival briefing & support. WHS and induction. Health insurance. Welfare & wellbeing plan and support person. Cultural competency.



Net financial benefit

Demonstrate workers will gain a reasonable net financial benefit during their placement



Minimum hours

Short-term workers receive min 120 hours work over 4 weeks. Long-term workers receive full-time hours



Pay parity

Employers must pay workers the same full rate of pay as other workers



Deductions

Must be for the benefit of the worker and at cost. Finance travel to and from Australia, visas (less \$300), & on-arrival costs. Must be agreed by workers



Minimum net pay

Minimum \$200 AUD weekly net pay for workers after deductions



Skills development

Identify opportunities to upskill workers, e.g. foundation, vocational skills, and/or work health and safety training



Accommodation standards

Organise affordable and safe accommodation reasonably close to the work site and meet mandatory standards

PALM Labour Sending Units



Fiji



Kiribati



Nauru



Papua New Guinea



Samoa



Solomon Islands



Timor-Leste



Tonga



Tuvalu



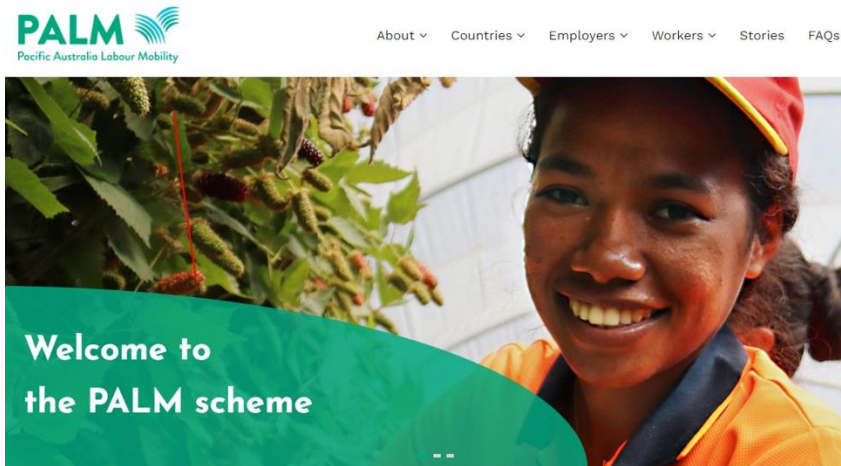
Vanuatu

- All have a work-ready pool
- Selection processes may differ
- www.palmscheme.gov.au/countries

Resources and information

Website

- palmscheme.gov.au
- palmscheme.gov.au/resources
- palmscheme.gov.au/workers



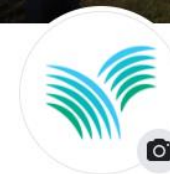
Introducing the Pacific Australia Labour Mobility scheme

The Pacific Australia Labour Mobility (PALM) scheme is the Australian Government's new, streamlined approach to its highly valued Pacific labour mobility initiatives.

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**Pacific Australia Labour
Mobility scheme**

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