

WHAT ARE LABOUR AGREEMENTS?

Labour agreements allow employers to sponsor overseas workers for approved roles, under terms negotiated with the DOHA. They typically apply where occupations are not on the standard lists and are valid for five years. These agreements are used under the subclass 482, 186 and 494 visa programs.

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1. COMPANY-SPECIFIC LABOUR AGREEMENTS



Made directly between the Australian government and your business and determined by the DOHA on a case-by-case basis.

Key eligibility requirements include:

- exceptional skill in positions not available on the ordinary occupation lists, that cannot be met by Australian workers;
- a plan to train and employ Australians;
- overseas workers are not more than one-third of your total workforce, and have relevant qualifications;
- you are a lawful Australian registered business operating for at least 12 months and financially viable; and
- you have consulted with relevant industry stakeholders.

2. DESIGNATED AREA MIGRATION



An agreement between your business, the Australian government and the relevant state or territory authority, if your business is located in a regional area and needs to fill a particular skill or labour need. DAMAs are generally effective for five years.

There are currently 13 DAMAs in place for specific regions. Some of these include:

- Orana, NSW.
- Far North Queensland, Qld.
- Townsville, Qld.
- Goulburn Valley, Vic.
- East Kimberly, WA.
- Pilbara, WA.
- The Goldfields, WA.

3. PROJECT AGREEMENTS



Intended for construction project companies with current or anticipated genuine labour or skills shortage that will impact the project.

4. INDUSTRY LABOUR AGREEMENTS



These agreements are considered by the DOHA if:

- several businesses in the same industry are seeking a labour agreement; and
- there is evidence of ongoing labour shortages and extensive consultation within that industry.

Covers specific industries with fixed, non-negotiable terms. Nine agreements are currently in place for the following industries:

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|-----------------|--------------------------------|
| 1. Aged care | 6. Minister of Religion |
| 2. Dairy | 7. On-hire |
| 3. Fishing | 8. Pork |
| 4. Horticulture | 9. Restaurant (premium dining) |
| 5. Meat | |

5. GLOBAL TALENT EMPLOYER SPONSORED (GTES) AGREEMENTS



For sponsoring overseas workers for a Temporary Skill Shortage visa for very niche, highly skilled positions.

Must be able to demonstrate that the positions cannot be filled with Australian workers or through existing skilled visa programs.