

SEASONAL WORKER PROGRAMME

START SOMETHING
LONG-TERM
THIS SEASON



A U S T R A L I A

SEASONAL WORKER PROGRAMME

Agri Labour Australia is an approved sponsor of the Seasonal Worker Programme (SWP) – an initiative of the Department of Employment.

The SWP exists to give employers in the Australian agriculture industry access to reliable workers who are permitted to return season after season.

More benefits for employers:

✓ **No need to source and train a new workforce each year**

✓ **Access to willing and physically able workers**

In turn, the Programme contributes to the economic development of participating countries, including:



Fiji



Nauru



Samoa



Timor-Leste



Tuvalu



Kiribati



Papua New Guinea



Solomon Islands



Tonga



Vanuatu

CONNECTIONS ON THE GROUND

Agri Labour Australia is a pre-approved, fully compliant sponsor of the Programme. We are connected with local labour-sourcing partners and recruitment agencies in SWP approved regions for employment.

Our dedicated SWP team is aware of the regulations and legalities associated with recruiting SWP workers. Established processes ensure these are strictly adhered to.

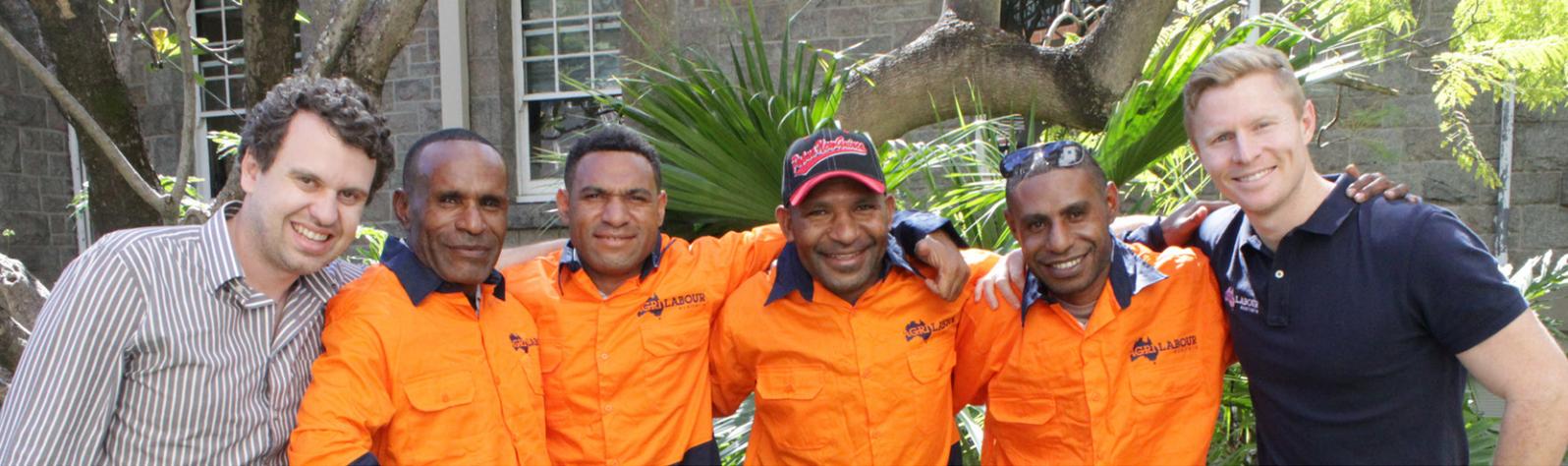
Our clients' staffing needs and job specific requirements determine the country and local agent selection, and all of our local contacts have previous experience sourcing reliable workers for the Australian agriculture and horticulture industries.

The SWP Application Process

From initial request to commencement of work, the turnaround time for recruiting SWP workers is approximately 8 weeks.

Our process

1. Client requests seasonal workers (stating how many workers are needed, how long for as well as other worker requirements, including physical ability and age requirements).
2. Agri Labour Australia places local advertisements (in Australia) for market-testing purposes and to demonstrate that alternative recruitment is necessary to fill positions.
3. Agri Labour Australia submits a recruitment plan, letter of offer and proposed accommodation to the Department of Employment for approval. This includes evidence of market testing and a budget showing that seasonal workers will depart Australia with a net financial benefit.
4. Agri Labour Australia's SWP contacts begin sourcing suitable job-ready candidates.
5. SWP contacts help seasonal workers apply for relevant Australian visas.
6. When approval to recruit is provided, visas are lodged and granted. Seasonal workers travel to Australia and may commence work immediately.



CLIENT RESPONSIBILITIES

As a SWP approved employer, Agri Labour Australia may enlist your help to find suitable accommodation for the workers and provide us with details (including photographs) of the lodgings for Department of Employment's assessment and approval.

We may also ask you to provide details and contact information for nearby community facilities, including medical centres, shops and churches.

It is the host employer's responsibility to inform Agri Labour Australia of any concerns regarding a Seasonal Worker's welfare – or if you believe they need additional support or guidance.

OUR RESPONSIBILITIES

As a compliant SWP sponsor, Agri Labour Australia is responsible for organising the following:

- ✓ Booking and paying full return flights, and calculating deductions from workers pay.
- ✓ Transfers (arranging transport for the seasonal workers from their arrival city to their workplace, and from their workplace to their departure city when it's time for them to return home).
- ✓ Briefing on arrival (employee information, job details and a description of relevant workplace laws, as well as information about where they'll be working and available facilities).
- ✓ Private health insurance (in accordance with visa conditions).
- ✓ Accommodation (in collaboration with host employer).
- ✓ Facilities (in collaboration with host employer). Together we must ensure that seasonal workers have access to essential facilities (i.e. shops and medical care) and some recreational facilities.
- ✓ Pastoral care (24-hour contact).
- ✓ Communicating with Government.

Any questions?

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