

PACIFIC LABOUR SCHEME

START SOMETHING
LONG-TERM
THIS SEASON



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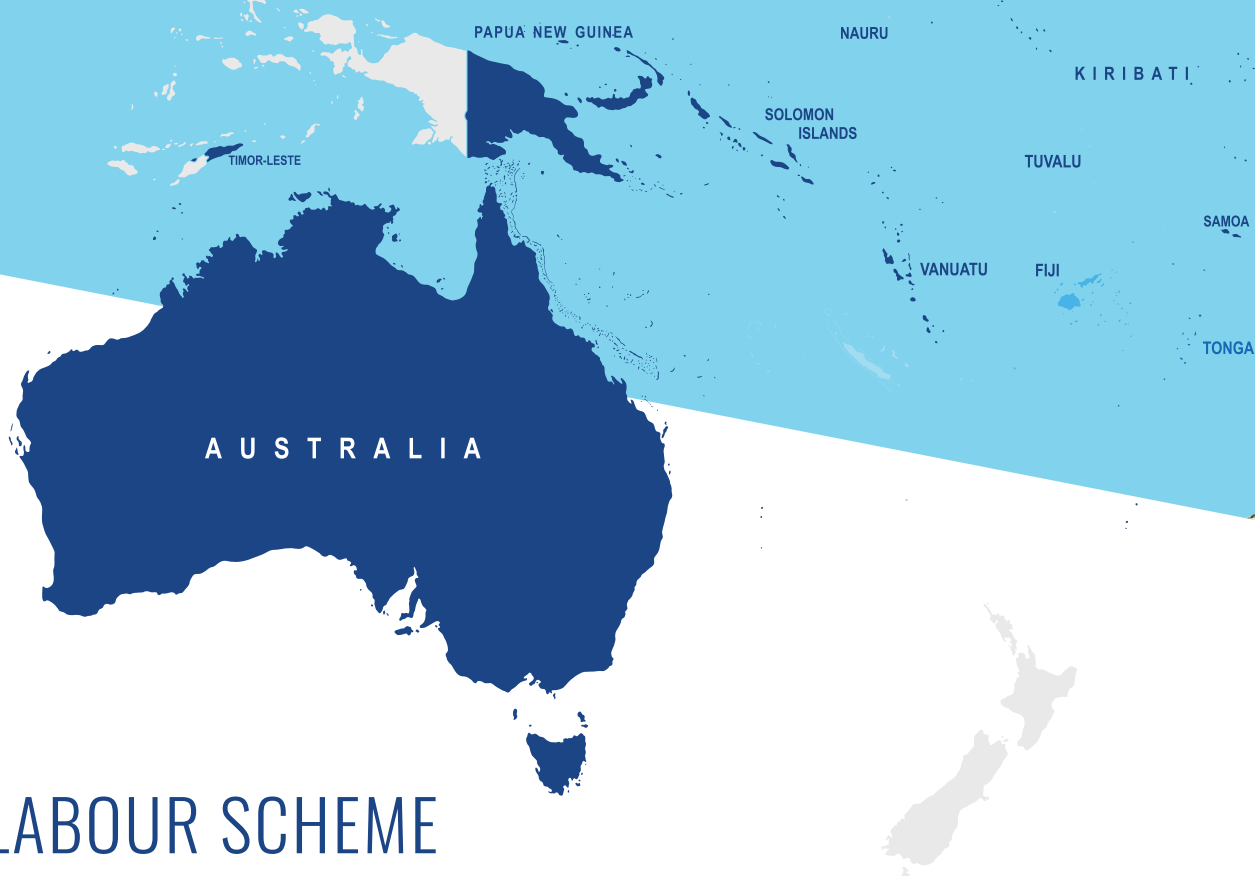
pacificlabour@agrilabour.com.au

www.agrilabour.com.au

[@agrilabouraus](https://www.facebook.com/agrilabouraus)

[Agri Labour Australia](https://www.linkedin.com/company/agrilabouraustralia)

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PACIFIC LABOUR SCHEME

Agri Labour Australia (ALA) is an approved member of the Pacific Labour Scheme (PLS) – an initiative of the Department of Foreign Affairs and Trade (DFAT). Using PLS workers lets employers supplement their existing people-streams with a long-term workforce, season after season.

More benefits for employers



A stable, long-term and productive workforce who become involved in the local community



Workers can stay in the country for three consecutive years before leaving for a year



Access to low and semi-skilled workers



No need to continuously retrain new staff

PLS workers are

- 21-45 years old
- In Australia on a Temporary Work (International Relations) Visa (subclass 403)
- Able to work in Australia for 1-3 years before completing a mandatory 12-month offshore period, then returning for another 1-3 years, and so on
- Low and semi-skilled (ANZSCO levels 3-5)
- Able to work in any areas except the following:
 - NSW:** Sydney, Newcastle and Wollongong
 - QLD:** Greater Brisbane and the Gold Coast
 - VIC:** Melbourne metropolitan area
 - WA:** Perth metropolitan area

CONNECTIONS ON THE GROUND

Agri Labour Australia is a pre-approved, fully compliant sponsor of the Scheme.

We are connected with local labour-sourcing partners and recruitment agencies in PLS-approved regions for employment.

Our dedicated PLS team is aware of the regulations and legalities associated with recruiting PLS 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.

Our process

01. Client requests long-term seasonal workers (stating how many workers are needed, including how long for, as well as other worker requirements including physical ability and age requirements).
02. Agri Labour Australia places local advertisements (in Australia) for market-testing purposes and to demonstrate that alternative recruitment is necessary to fill positions. Please note: we will place suitable local/market-testing candidates first.
03. Agri Labour Australia submits a recruitment plan, letter of offer and proposed accommodation and transport to DFAT for approval. This includes evidence of market testing and a budget showing that workers will depart Australia with a net financial benefit.
04. Once the recruitment plan is approved, ALA works with our in-country PLS contacts to source the most suitable, job-ready workers.
05. Our PLS contacts lodge the workers' documentation to apply for their required visa and, once granted, ALA books the workers' flights for travel to Australia to commence work.

The PLS application process

From signed Service Level Agreement to commencement of work, the turnaround time for recruiting PLS workers is approximately 10 weeks.



10 WEEKS





CLIENT RESPONSIBILITIES

As a PLS-approved employer, Agri Labour Australia may enlist your help to find suitable accommodation and transport for the workers and provide us with details (including photographs) of the lodgings for DFAT'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 worker's welfare – or if you believe they need additional support or guidance.

Workers must have access to a pastoral carer at all times, and this will be the responsibility of either the host employer or Agri Labour Australia.

OUR RESPONSIBILITIES

As a compliant PLS 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 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 workers have access to essential facilities (i.e. shops and medical care) and some recreational facilities.
- ✓ 24-hour pastoral care access (in collaboration with host employer).
- ✓ Communicating with Government.
- ✓ On-arrival town orientation, including shops, libraries, places of worship/faith, banks.
- ✓ Assistance with first 'big' shop, including the purchase of groceries, sim cards, mobile phone and appropriate workwear.

OUR INDUSTRY ACCREDITATIONS:



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