

PACIFIC LABOUR SCHEME

START SOMETHING LONG-TERM THIS SEASON



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PACIFIC LABOUR SCHEME

Agri Labour Australia (ALA) is an approved member of the Pacific Labour Scheme (PLS) – an initiative of Pacific Australia Labour Mobility (PALM). Using PLS workers allows employers to supplement their existing stream of workers with a long-term workforce, season after season.

More benefits for employers



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



Access to low- and semi-skilled workers who can stay in the country for three consecutive years before leaving for a year



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 one to three years consecutively. After three years, workers must spend 12 months in their sending country before being eligible to return to Australia
- Low and semi-skilled (ANZSCO levels 3-5)
- Able to work in the agriculture sector nationally and in other industries in regional and rural Australia
- Here to work and achieve their goals of building wealth at home.

CONNECTIONS ON THE GROUND

Agri Labour Australia is an experienced, pre-approved, fully compliant sponsor of the Pacific Labour Scheme.

We are also leaders in sending-country screening, following a robust in-country screening process that includes interviews and checks of references, families, and social media profiles. We also provide professional advice on handling worker issues in Australia. As a trusted partner of PALM and the Pacific Labour Facility (PLF), we also partner with Labour Mobility Units in the regions to support procurement of the best candidates.

Our process

01. Client requests long-term seasonal workers, stating how many workers are needed, the contract period (1-3 years) and other requirements such as physical ability and age limits.
02. ALA submits a recruitment plan, letter of offer and details of proposed accommodation, labour market testing and transport options to PLF for approval. This includes evidence that workers will depart Australia with a net financial benefit.
03. Once the recruitment plan is approved, ALA works with our in-country PLS contacts to source suitable, job-ready workers.
04. ALA handles the workers' flights, visas and health insurance, drawing upon our relationships with their sending countries.

After arrival

ALA has a comprehensive induction program that prepares workers for success in the Australian community and workforce. As a leader in welfare support, we understand that workers' happiness and productivity is linked to:

- Achieving savings goals for their families at home.
- Having positive community engagement with churches and religious groups.
- Maintaining a 'here to work' attitude, which is supported by our No Drinking Policy.

Watch a video of our induction process on the Agri Labour Australia website:

www.agrilabour.com.au/our-difference/programs-initiatives/pacific-labour-scheme

From signed Service Level Agreement to commencement of work, the turnaround time for recruiting PLS workers is approximately 12 weeks.



12 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 details (including photographs) of the lodgings for PLF's assessment and approval.

ALA and the host employer have a shared responsibility for health and safety at work. It is your responsibility to inform ALA of any concerns regarding a worker's welfare or need for additional support or guidance.

Under the PLS, workers must be provided with 38 hours of work per week. It is the client's responsibility to provide consistent shift times and hours of work per week for our workers. The PLF will conduct site visits to clients where Pacific workers have not previously worked. ALA may also ask a host employer to provide details and contact information for nearby community facilities, including medical centres, shops and churches.

OUR RESPONSIBILITIES

Agri Labour Australia is committed to upholding best practice in welfare support and taking a strengths-based, capacity building approach to hiring, preparing and managing workers. We also implement risk mitigation strategies to keep workers safe, happy and productive and develop our welfare strategy in alignment with Pacific culture.

As a compliant PLS sponsor, ALA is responsible for organising the following:

- ✓ Booking and paying for full return flights, and calculating deductions from workers' pay.
- ✓ Arranging arrival and departure transfers to and from the airport.
- ✓ Arranging accommodation and daily transport (in collaboration with the client).
- ✓ Applying for workers' private health insurance in accordance with visa conditions.
- ✓ Communicating with the government on behalf of workers.
- ✓ Assisting with the first 'big' shop, including the purchase of groceries, sim cards, mobile phones and appropriate workwear.
- ✓ Providing comprehensive driving training.
- ✓ Delivering on-arrival briefing and town orientation covering job details, relevant workplace laws and town orientation, including facilities and places of interest.
- ✓ Screening for potential barriers to workers' health, happiness, and productivity and providing robust welfare support based on tailored welfare strategies, both remotely and through onsite welfare officers.
- ✓ Ensuring workers understand and adhere to ALA's Code of Conduct and policies at all times, in the workplace and in the community.

OUR INDUSTRY ACCREDITATIONS:



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