

PACIFIC AUSTRALIA LABOUR MOBILITY SCHEME

START SOMETHING LONG-TERM THIS SEASON



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PACIFIC AUSTRALIA LABOUR MOBILITY SCHEME

Agri Labour Australia is a proud approved employer for the Pacific Australia Labour Mobility (PALM) Scheme, providing short- and long-term Pacific and Timorese labour solutions across many industries in rural and regional Australia.

We can connect Australian businesses with PALM Scheme workers from nine Pacific Island countries and Timor-Leste for up to nine months for seasonal workers, and up to four years for longer-term workers.

As an Approved Employer and Sponsor under the PALM Scheme, Agri Labour Australia has local labour mobility expertise and connections in PALM-approved countries such as Fiji, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu, Kiribati, Nauru, Vanuatu and Timor-Leste.

MORE BENEFITS FOR EMPLOYERS



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



No need to continuously retrain new staff



Access to low- and semi-skilled workers who can stay in the country for four consecutive years

CONNECTIONS ON THE GROUND

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

Based on our in-depth understanding of this unique space, we offer the following assurances for employers:

- A robust Candidate Screening process, including interviews and checks of references, motivations and social media profiles.
- Access to a comprehensive Pastoral Care Program with trained carers.
- Salary deduction practices that include a “minimum take-home pay amount”, ensuring that workers always receive a reasonable salary
- No-drinking policy for Pacific and Timorese Workers
- A Pacific Leaders Program designed to inspire and motivate workers.

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

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

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



“ AGRI LABOUR AUSTRALIA REALLY TAKES CARE OF US. I WANT TO STAY FOR 4 YEARS TO SET UP MY PIKININ’S (KID’S) FUTURE ”

Mr Adrain Koroi, Poultry Worker, SE QLD.



CLIENT RESPONSIBILITIES

As a PALM-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 PALM scheme, 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 a welfare strategy that aligns with Pacific and Timorese culture to keep workers safe, happy and productive.

As an Approved PALM Employer and 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 and host employer’s Code of Conduct and policies at all times, in the workplace and in the community.

OUR INDUSTRY ACCREDITATIONS:



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