



DAIRY INDUSTRY LABOUR AGREEMENT

WHAT YOU NEED TO KNOW ABOUT RECENT CHANGES

Skilled overseas workers employed under a Dairy Industry Labour Agreement are now eligible for permanent residency, giving farmers more opportunities to attract and retain skilled workers and making the Australian dairy industry more attractive to skilled international labour.

The Australian government has also made changes to some of the concessions for the Dairy Industry Labour Agreement.

Dairy Industry Labour Agreement

The Dairy Industry Labour Agreement (DILA) is an agreement between dairy farmers and the Department of Home Affairs. It lets dairy farm employers recruit an agreed number of skilled workers from overseas in response to identified skill shortages in Australia. It provides an avenue for both temporary and permanent entry to Australia for overseas workers employed at the FLH 5-7 and FLH3 classifications in the Pastoral Award 2020.

Permanent residency

The Australian Government has agreed to include a permanent residency pathway under the Dairy Industry Labour Agreement (DILA). This assists Australian dairy farmers to address skilled labour shortages by providing a further incentive to attract and retain skilled overseas workers. These changes bring the dairy industry in line with similar agreements for the meat and pork industries.

People who are employed under the labour agreement can apply for permanent residency. For existing DILA holders, overseas workers on 457 or Temporary Skill Shortage (TSS) '482' visas will be eligible to be nominated for an Employer.

Nomination Scheme (ENS) 186 visa. The SESR visa also has a pathway to permanent residency. The age limit is now 55 years. The English language requirement is an IELTS (or equivalent) score of five overall with a minimum component score of 4.5. With a new pathway to permanent residency available to skilled overseas workers, farmers can invest in upskilling their workforce, and reduce their ongoing recruitment costs. All new labour agreement and visa requests will continue to be assessed by the Department of Home Affairs.

How to apply

To vary existing labour agreements to enable a pathway to permanent residency for your valued staff or to apply for a new labour agreement, farmers should email: labour.agreement.section@homeaffairs.gov.au More information on hiring people from overseas can be found at thepeopleindairy.org.au/visa.

Recent changes-concessions

New occupation

There is now a new occupation called Dairy Cattle Farm Operator which is classified at the Pastoral Award 2020 FLH3 level. There is a list of duties which matches this occupation.

Qualifications and experience

The required qualifications and experience have changed:

For the **Senior Dairy Cattle Farm Worker** (FLH5 to FLH7) the qualifications are an AQF certificate III or equivalent and at least two years' recent and relevant experience **OR** at least three years' recent and relevant experience.

For the **Dairy Cattle Farm Operator** (FLH3) the qualifications are an AQF certificate II or III or equivalent **OR** at least one years' recent and relevant experience for the TSS Visa **OR** at least two years' recent and relevant experience for the SESR visa.

English language

The English language requirement is now an IELTS (or equivalent) score of five overall with no minimum component score for both the TSS Visa and the SESR visa.

Salary

If you are in a regional location you must pay at least 90 per cent of the TSMIT or the going market rate, **whichever is the greater.**

Labour market testing (LMT)

If you are in a regional area LMT must have been undertaken within 12 months of nomination. You must advertise the job at least twice. One advertisement must have national reach (this includes the government Job Active website) and one may be local which can include the business' own website.