



The agriculture sector and the Seasonal Worker Programme

This information reflects the changes announced by the Australian Government, effective from 5 November 2018.

A seasonal labour solution

Employers in the agriculture sector can access low and unskilled labour when they are unable to source enough local Australian workers to meet their seasonal labour needs.

The Seasonal Worker Programme (SWP) provides Approved Employers with access to seasonal workers from Pacific island countries and Timor-Leste for up to nine months.

Seasonal workers may return in following seasons, providing employers with access to a returning reliable and productive workforce.

What work can seasonal workers undertake in the agriculture sector?

Only low and unskilled positions covered by the Pastoral Award 2010 are part of the expanded SWP. This Award covers all employers and employees working in:

- ✓ dairying
- ✓ hatchery work
- ✓ sowing, raising or harvesting of crops grown as part of a crop or broadacre mixed farming enterprise
- ✓ assisting with livestock management/handling
- ✓ treatment of land for crops or livestock

- ✓ clearing, fencing or assisting with well sinking, dam sinking or trenching on properties.

What are some of the tasks seasonal workers can undertake on a farm?

- ✓ feeding and watering
- ✓ assisting with animal husbandry (eg. drenching, needling)
- ✓ operating basic farm machinery with appropriate training as required
- ✓ fencing
- ✓ cleaning
- ✓ weed and pest control.

There are additional tasks workers can perform on different types of farms.

On a beef cattle farm

- ✓ mustering
- ✓ cattle handling.

On a dairy farm

- ✓ herding cows
- ✓ milking cows.

On a poultry farm

- ✓ collecting eggs
- ✓ disinfecting hatcheries
- ✓ moving poultry.

On a sheep farm

- ✓ dipping and assisting with dip preparation
- ✓ yarding
- ✓ fleece handling

- ✓ regulating flow of sheep to be shorn
- ✓ assisting with skirting.

On a piggery

- ✓ cleaning accommodation pens, fittings and equipment
- ✓ removing and disposing of effluent
- ✓ mixing and milling feed.

On a broadacre or crop farm

- ✓ hay making
- ✓ harvesting
- ✓ irrigation
- ✓ baling
- ✓ handling, and counting
- ✓ collecting produce
- ✓ tilling
- ✓ sowing
- ✓ planting
- ✓ raising crops or livestock.

Note: Livestock means any animal used in primary production, including bees, deer, emus, goats, ostrich and alpaca.

Employers in the horticulture, cotton, cane and aquaculture industries can continue to access the SWP.

What are the responsibilities of an Approved Employer?

- ✓ Testing the labour market, and trying to recruit local Australian workers before seeking access to seasonal workers.
- ✓ Employing seasonal workers in accordance with Australian workplace legislation.
- ✓ Providing briefings to seasonal workers on-arrival into Australia and before departing for home.
- ✓ Providing seasonal workers a minimum average of 30 hours per week.
- ✓ Paying for the full cost of each seasonal worker's return international airfare and domestic transfer arrangements up front, and recouping from the combined cost any amount over \$300 from a seasonal worker's pay over time.

- ✓ Organising and providing access to council approved accommodation and transport to and from work for each seasonal worker (at the seasonal worker's expense).
- ✓ Providing Welfare and Wellbeing arrangements for workers, including opportunities for recreation and religious observance, a 24 hour contact number, and assisting workers to access services in the local community.

How to access seasonal workers

Employers in the agriculture industry can access the programme by:

- ✓ contacting an Approved Employer who can manage the recruitment of seasonal workers for you and take care of all the administrative arrangements during the seasonal workers' stay; or
- ✓ applying to become an Approved Employer.

To find a current list of Approved Employers, or to apply to become an Approved Employer, visit www.dese.gov.au/seasonal-worker-programme

Find out more

More information can be found at:

w: www.dese.gov.au/seasonal-worker-programme

and

www.homeaffairs.gov.au/trav/visa-1/403-

Email: seasonalworker@dese.gov.au

Phone: + 61 2 6240 5234

Twitter: @SWPAustralia

Facebook: www.facebook.com/SWPAus