

PALM scheme postcode eligibility changes

The Australian Government has announced changes to expand access to the Pacific Australia Labour Mobility (PALM) scheme in metropolitan locations for select agriculture related food product manufacturing sectors.

Who is eligible?

Meat, seafood, fruit and vegetable processing employers in metropolitan areas can now apply to be approved under the PALM scheme and employ workers. These sectors are defined by the Australian and New Zealand Standard Industrial Classification (ANZSIC) codes 111, 112 and 114 provided by the Australian Bureau of Statistics (ABS).

For further information on ANZSIC codes, or to determine if your business falls within an eligible sector, please visit the [ABS website](#).

What new requirements are being introduced with postcode eligibility changes?

PALM scheme employers who want to recruit workers for these sectors in metropolitan areas must be able to demonstrate pay parity. PALM scheme workers must be paid a wage that is equitable to the pay level of other workers in the same role, on the same site, with the same level of experience.

PALM scheme employers must provide evidence committing to pay parity with their recruitment application. This evidence is determined by the approved employers entity type.

- Direct employers - evidence of their enterprise agreement they will pay their PALM workers in accordance with.
 - If an enterprise agreement is not available, the approved employer may provide de-identified payslips of workers in similar roles.
 - Where a role is new and filled by a PALM scheme worker, the approved employer must demonstrate that the PALM scheme worker wage is equitable to market rates for that role.
- Labour hire companies -
 - where a worker is engaged under a specific modern award - include a signed statement from the host employer outlining the conditions and pay scale that will apply to PALM scheme workers. The statement must be countersigned by the labour hire company.
 - where a host employer has an enterprise Agreement - the labour hire company must demonstrate PALM scheme workers are paid the host employer's enterprise agreement base rate.

Pay and condition reviews for recruitments will be undertaken four months into a recruitment. Ongoing monitoring activities will continue to occur throughout the recruitment to ensure pay parity is met.

How do I begin recruiting?

To recruit PALM scheme workers under these new policy changes, Approved Employers will need to:

- be a current approved employer or apply and be approved to become an approved employer in the PALM Scheme.
- be an eligible business who employs workers in the meat, seafood or fruit and vegetable processing sectors in a metropolitan area.
- submit a recruitment application which includes evidence of meeting pay parity.

Need help?

If you would like to discuss your eligibility, or would like more information about pay parity, please contact the Pacific Labour Facility at (support@pacificlabourfacility.com.au) or call (1800 51 51 31).