

Interim approach to standdowns in the Pacific Australia Labour Mobility scheme

This factsheet provides interim arrangements for the practical application of standdown settings in the Pacific Australia Labour Mobility (PALM) scheme deed and guidelines. These interim arrangements will remain in place while the Department of Employment and Workplace Relations (DEWR) continues to engage with affected stakeholders.

DEWR is committed to working with stakeholders in a way that aligns with the policy objectives of the PALM scheme.

The wellbeing of PALM scheme workers is of central importance to the Australian Government and the PALM scheme. It is important that workers have a reliable and consistent income to support themselves, their families, and their communities at home, and that employers have access to their reliable and productive PALM scheme workforce.

This factsheet supersedes the previous version published on the PALM scheme website on 10 January 2024 titled 'Daily hire in the PALM scheme'.

Standdown requirements under the PALM scheme

Section 3.7.9 of the guidelines outlines the obligations for employers when they stand down a worker. The following details how these arrangements will apply in practice for an interim period while consultation continues in relation to matters raised by stakeholders.

1. If a standdown does not reduce available work hours to fewer than 20 in a week, no further action is required.
2. If a standdown reduces the available hours of work to fewer than 20 in a week, employers must:
 - ensure a minimum net pay guarantee for workers after tax and deductions of \$200 a week (refer to guidelines section 5.1.7) by providing a weekly pay advance that may subsequently be recovered using wage deductions, and
 - cover the costs of worker's accommodation and transport for any week in which employers offer less than 20 hours (refer to guidelines section 3.7.4).