

Request form to recruit PALM scheme workers in additional eligible industry

Pacific Australia Labour Mobility (PALM) scheme employers proposing to recruit PALM scheme workers in an eligible industry in which they have not previously recruited workers must complete this form.

To apply to recruit in an additional eligible industry, you must:

1. be an employer with an executed PALM scheme Approved Employer Deed of Agreement
2. demonstrate at least 12 months of experience operating as an employer (direct employer) or recruiting in (labour hire) in the additional eligible industry you are applying for, domestically in Australia.
3. demonstrate the ability to manage the welfare and wellbeing of workers
4. demonstrate there are no current performance issues or concerns and other risk factors in relation to your organisation's participation in the PALM scheme.

All applications are assessed on a case-by-case basis. Once all the required information is received, the Department of Employment and Workplace Relations (DEWR) will undertake the appropriate checks to support decision-making in considering the application.

Eligibility check

There are several eligibility requirements for employers interested in recruiting workers through the PALM scheme.

Before completing this form, please ensure that your organisation meets the requirements in relation to eligible industries and eligible postcodes. Further information can be found on the [PALM scheme website](#).

Acknowledgement

By checking this box, you acknowledge that your organisation is applying to recruit in an eligible industry and will be recruiting workers to work in eligible postcodes.

Employer details

Employer name: PALM scheme employer name

Primary contact name: Contact full name

Primary contact phone: Contact phone number

Primary contact email: Contact email



Current workforce

Current total workforce number
(including PALM scheme workers):

Total workforce #

Current number of PALM scheme workers:

Total PALM scheme workforce #

Current PALM scheme recruitment cap:

Enter current cap

Additional sector details

Proposed additional industry: Enter additional industry

Number of workers you currently employ in this industry: Total workforce#

How many years has your entity been operating as an employer (direct employer) or recruiting (labour hire) in this eligible industry?: Enter number of years

Provide an overview of your entity's experience in this industry:

Note: This experience must relate directly to your organisation and cannot be demonstrated through the personal experience of individuals (whether management or staff) working in the industry, or through experience of a related or associated entity.

Click or tap here to enter your response.

What are the roles/occupations you intend to employ PALM scheme workers in?:

Enter the roles

How many PALM scheme workers will you be seeking to employ in the new eligible industry?:

Enter the number of workers

What measures do you have in place to ensure compliance with relevant employment laws, including fair wages, working conditions, and health and safety regulations?:

Click or tap here to enter your response.

Supporting information

Please provide an overview of how additional workers in the additional eligible industry will be supported by you under your welfare and wellbeing obligations:

Enter response here.

How do you propose to accommodate any additional workers recruited in the additional eligible industry?:

Enter response here.

Employer declaration

To my knowledge, there are no assurance issues, concerns, or other risk factors in relation to our participation in the PALM scheme.

If requested, we agree to provide relevant financial information, and any relevant documentation to the department to support the request to recruit in an additional eligible industry under the PALM scheme.

Employer signature:

Date: Click or tap to enter a date.

Next steps:

Please send the completed form to the DEWR Employer Assessments team via email (PALMapplications@dewr.gov.au).

A decision by DEWR under clause 82.1 (c) of the deed, to approve an employer to recruit in an additional eligible industry under the PALM scheme will be made on a case-by-case basis.

Employers cannot operate in an additional eligible industry until DEWR notifies them in writing that they are approved to do so.

DEWR, at its discretion, may apply an additional industry cap to employers. This cap limits the number of workers they can recruit in an industry they have not previously recruited workers in under the PALM scheme and may be in place for 9 months.

At any point of time, DEWR may waive any granted approval, if the additional industry does not comply with the eligibility requirements.

The assessment process will take up to 4 weeks and DEWR will notify employers in writing of the outcome.