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Pacific Australia Labour Mobility

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Mistim wanfala shift olsem short-term kasol wakaman

Iu no save duim 8-hour shift today bikos iu sick. Nomata iu no duim disfala shift, oketa kaontem insaed 120 minimum hour **bikos iu kasol wakaman, and kampani offerim iu datfala shift.** Iu bae no kasem top up pei.

120 hour kampani offerim minus 8 hour = 112 hour

If iu duim 112 hour dis week, bae iu kasem pei for 112 hour wea iu duim waka, not 120.



$$\begin{array}{r} 120 - 8 \text{ hour} \\ \hline = 112 \text{ hour} \end{array}$$

Oketa kaontem



Fo kasem moa infomeison abaotem minimum hour and pei, plis scanim QR code from PALM scheme worker resources hub.



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Startim waka half wei insaed 4-week

If iu start waka half wei insaed taem iu shud start (2 week blo 4-week hem finis), then kampani bae offerim iu half blo 120 hour, wea hem 60, for tufala week wea leftova for datfala month.

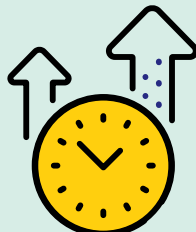
WEEK 1 – 0 HOUR

WEEK 2 – 0 HOUR

WEEK 3 – (IU START) 25 HOUR

WEEK 4 – 35 HOUR

You waka fo 60 hour. Wakaman blo iu kasem requirement taem hem start waka haf wei thru.



**KASEM
REQUIREMENT**



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Minimum tek hom pei

Kampani mas peim iu at least \$200 evri week afta tax and deduction.

Table 1 – minimum tek hom pei

Week	Pay evri week afta tax	Deduction	Tek hom pay	Stret/Rong
1	\$700	\$350	\$350	✓
2	\$500	\$350	\$150	X
3	\$800	\$350 + \$50 from week 2 = \$400	\$400	✓

Lo week 2 iu kasem \$500 afta tax. Deduction lo payslip mas no winim \$300, bikos pei man kasem bae anda \$200.

If kampani blo iu aotem \$350 after tax, bae iu kasem **\$150**. Diswan hem no alaod. Kampani save aotem **\$300** noma.

Oketa save aotem leftova **\$50** next week (or insaed samfala week fitim agreement iu mekem witim kampani), **as long as tek hom pei blo iu winim \$200 evri week.**



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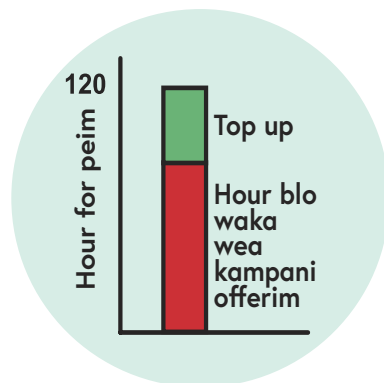
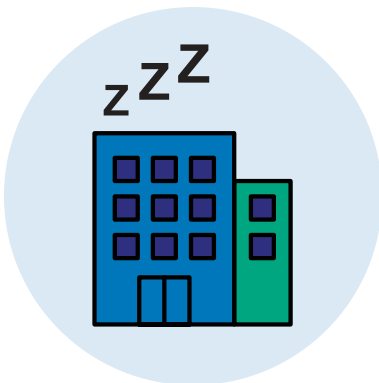
Hao kampani deal witim waka hour wea smol

If main waka blo iu slow daon, kampani blo iu bae **offerim** iu nara waka mekem iu kasem 120 hour insaed 4 week. If kampani blo iu **offerim** iu waka hour wea no kasem 120 hour insaed 4 week, bae iu kasem wanfala top up pei and bae kasem pei for 120 hour.

Table 2 – top up pei for waka hour wea smol

Hour kampani offerim insaed 4 weeks	Hour man duim insaed 4 weeks	Hour iu bae kasem top up pei for hem	Total hour for pei
120	120	0	120
100	100	20	120
120	110	0	110

Kampani mas no aotem from pei blo man top up hia.



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Haomas taem na kampani shud givim iu waka?

Weather and oketa change lo selen save afektim disison blo kampani:

- haomas day iu waka
- haomas hour iu needim fo duim waka blo iu
- oketa wanem day insaed week iu bae waka.

Maet iu no kasem waka evri day blo week. Diswan hem okay if iu kasem 120 hour insaed 4 week.

Maet iu bae garem moa waka lo samfala week winim oketa nara week. Diswan okay.

Table 3 – Example blo haomas hour hem minimum hour requirement

Week	Oketa day for waka	Haomas hour blo waka insaed day	Haomas hour man waka insaed week
1	Monday Tuesday Friday	10	$3 \times 10 = 30$
2	Thursday Friday	12	$2 \times 12 = 24$
3	Monday Tuesday Wednesday	12	$3 \times 12 = 36$
4	Wednesday Thursday Friday Saturday	8	$4 \times 8 = 32$
Total hour man save waka lo hem			122

30 hour + 24 hour + 36 hour + 32 hour = 122 hour.
Kampani blo iu kasem na 120 minimum hour.



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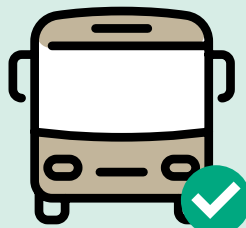
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Waka hour insaed wan week no kasem 20 hour

Kampani **offerim** iu waka for 19 hour dis week. Bikos kampani **offerim** iu waka wea no kasem 20 hour, oketa mas pei fo transport and accommodation blo iu fo datfala week. Oketa mas no aotem disfala expense from pei blo iu bihaen.



Important notice for PALM scheme employers

Important notis for oketa PALM scheme wakaman

When offering less than 20 hours per week to PALM scheme workers, you must comply with the PALM scheme Approved Employer Guidelines (www.palmscheme.gov.au/resources/palm-scheme-approved-employer-guidelines).

Under section 3.7.10. - Limits on Deductions, the following conditions applies:

For any week in which You offer less than 20 hours of work You must cover the cost of the Worker's accommodation and transport for that week (debt cannot be accrued).

For further details, refer to section 5.3 of the PALM scheme Approved Employer Guidelines.



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Kasol wakaman and pablik holiday

Hem pablik holiday. Kampani **offerim** iu normal 6-hour shift. If iu chusim holiday disfala 6-hour shift bae aot from 120 minimum hour blo iu **bikos kampani offerim iu disfala shift**.

Diswan minim iu bae no kasem eni top up pei if oketa offerim 114 hour.

Iu aotem 6 hour from 120 waka hour oketa offerim = 114 hour. Bae oketa peim iu 114 hour, no 120.



120 - 6 hour
= 114 hour



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