



Australian Government
Department of Immigration and
Citizenship

Department of Immigration and Citizenship
Business Sponsorship Visa

**Record of
Responses**

Sponsor details

s. 22(1)(a)(ii)

Business details

Legal name **PACTUM DAIRY GROUP PTY LTD**

Trading name **PACTUM DAIRY GROUP PTY LTD**

What is the structure of the business?

Company

If "Other type of entity" is selected please provide details.

Is your business part of a franchise?

No

If yes, what is the franchise name?

Street address

Address **UNIT 1, 102 OLD DOOKIE ROAD**

Suburb/Town **SHEPPARTON**

Australian State or Territory **VIC**

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under the Freedom of Information Act 1982

Other State or Province

Postcode 3630

Country AUSTRALIA

Postal address

Address UNIT 1,102 OLD DOOKIE ROAD

Suburb/Town SHEPPARTON

Australian State or Territory VIC

Other State or Province

Postcode 3630

Country AUSTRALIA

Contact telephone numbers

Phone s. 22(1)(a)(ii)

Fax number s. 22(1)(a)(ii)

Migration agent contact details

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

Employment

Of the Australian operations of the business:

What is the total number of Australian employees (including Australian citizens and permanent residents)?

s. 47G(

What is the total number of foreign employees (i.e non-Australian citizens or non-permanent residents)?

s. 4

Of the total number of foreign employees, what is the number of:

Temporary business entrants s. 4

Overseas students s. 4

Working holiday makers s. 4

Other s. 4

s. 22(1)(a)(ii)

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Sponsor's Attestation

I attest that the Business Sponsor has a strong record of, or a demonstrated commitment to employing local labour.

Yes

Sponsor's Declarations

I declare the details provided on this form are correct.

Yes

I declare the Business Sponsor will not engage in discriminatory recruitment practices.

Yes

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Quality Assurance Manager

- Dynamic fmcg manufacturer of food and dairy products
- Autonomy & challenge
- Regional Victoria

Highly successful manufacturer of food and dairy products is seeking a talented and experienced Leader with a passion for Quality Assurance, Systems and Process Improvements to join their team.

This state of the art facility will provide the successful candidate with the opportunity to add value to the business and deliver continuous improvement, working as part of a senior management team.

Responsibilities will include:

- Ensure compliance of all QA systems, HACCP, ISO and GMP
- Deliver continuous & process improvement
- Manage the QMS for the site
- Lead, motivate and mentor a team
- Ensure all staff site are trained and compliant
- Provide reporting, analysis and budget management
- Work on national quality management projects
- Manage all food safety and quality systems for the site
- Manage internal audit processes and the complaints system
- Provide technical advice and support to management teams in respect of QMS

The successful applicant will be able to meet the following criteria:

- Proven track record working in a QA Management Quality Management role
- Appropriate food science degree qualifications
- Superior leadership and people management qualities
- Committed to continuous improvement
- Sound understanding of regulatory requirements and standards
- Excellent working knowledge of GMP, HACCP, ISO and AQIS
- Superior technical and analytical capability
- Able to act autonomously and assume responsibility
- Proactive, professional and committed
- Effective problem solving and time management ability
- Candidates with Aseptic processing knowledge highly regarded

Looking for an exciting new career challenge? Lifestyle change? Great location! Fantastic package and Great Culture.

Apply on line today, all applicants will be treated in the strictest of confidence.

Labour Market Testing**Sponsor:** Pactum Dairy Group Pty Ltd**Nominated position:** Quality Assurance Manager (ANZSCO 139914)**Supporting documents list:**

1. Summary of Domestic recruitment efforts by PDG Pty Ltd
2. Recruitment agency agreement – s. 47G(1)(a)
3. Emails b/w PDG and s. 47G(1)(a) confirming:
 - a. recruitment of s. 47F(1)
 - b. invoice for recruitment services from s. 47G(1)(a) is not issued until after employment has commenced.
4. Recruitment agency agreement – s. 47G(1)(a) & copy of advertisement
5. Recruitment agency agreement – s. 47G(1)(a) & copy of advertisement



Summary of domestic recruitment efforts by Pactum Dairy Group P/L

List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation ¹	Provide details of where the advertisement or recruitment effort took place ²	Period/dates of advertising or recruitment	Fees paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Three recruitment companies s. 47G(1)(a) s. 47G(1)(a)	Recruitment company websites,	Feb 2015-April 2015	Invoice yet to be received. Estimated	s. 47G(1)(a)	Vic, Tas, NSW, SA	20 were shortlisted by agencies	1	s. 47G(1)(a)
Each placed advertisements, internally and on-line	Seek, linked-in		s. 47G(1)(a)					

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

s. 47F(1)

Signature: _____

s. 47F(1)

Name and position of authorised person: _____

¹ For example, online, social media, newspaper, internal recruitment processes, trade publications.

Quality Manager- Freedom Foods

My client a Dalry Manufacturer based in Shepparton, Victoria are currently recruiting for a Quality Manager, the role requires a person with a proven track record of managing teams and Quality Systems.

You will be reporting to the Group Quality Manager and lead a team of 5 people. You will be responsible for the food safety and quality of products manufactured on site.

To be considered you will need experience in the following:

- Food and drink experience.
- Experience of implementing and managing Quality systems.
- A proven track record in management.
- Lean manufacturing- specifically 5S
- Root Cause analysis- fishbone and 5 Y's
- Experience of training and mentoring staff
- Account Management
- 7-10 years experience
- Experience with either BRC or SQF and retailer standards
- Food science related degree.

The role offers an attractive salary and package with relocation assistance available, for further information and a full job spec please contact s. 47F(1) at Core Manufacturing on s. 47F(1)

SK91474A



Australian Government
**Department of Immigration
and Border Protection**

Department of Immigration and Border Protection
Business Nomination Visa

**Record of
Responses**

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Business details**Business details**

Legal name	Pactum Dairy Group Pty Ltd
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Position details (1 of 3)

Job title/Position	Quality Assurance Manager
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Occupation	Quality Assurance Manager
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ANZSCO Code	Quality Assurance Manager
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To obtain an ANZSCO Code, please refer to the list of ANZSCO Codes.

Please Note: Standard Business Sponsor can only nominate certain occupations. For a full list of these occupations please refer to the Legislative Instrument.

Street address where the person will be employed

Address	1/102 Old Dookie Road
---------	-----------------------

Suburb/Town	Shepparton
-------------	------------

State or Territory	Victoria
--------------------	----------

Postcode	3630
----------	------

Country	AUSTRALIA
---------	-----------

Labour Market Testing

Has your business tested the Australian labour market to ensure that there are no suitably qualified and experienced Australian citizens or permanent residents readily available to fill the position or other similar positions?

Yes

Terms and conditions of employment

Do you already have any Australian employees in your workplace performing equivalent work to the nominated

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Labour Market Testing

When did your business undertake Labour Market Testing?

February 2015

Has your business advertised the nominated position or similar positions recently?

Yes

If yes, please describe where and how your business advertised the position/s, when the advertisement was published and how long it was published for (evidence of the advertisement/s must be attached to this application)

s. 47G(1)(a)

Has your business retrenched any Australian citizens or Australian permanent residents in the nominated occupation, or made their positions redundant, in the last four months?

No

Does your business operate in the Agricultural sector?

Yes

Is the nominated person the holder of a Subclass 417 (Working Holiday) visa, or a Subclass 462 (Work and Holiday) visa who is currently employed by your business?

No

You are required to provide evidence with this application in relation to the attempts that your business has made to recruit suitably qualified and experienced Australian citizens or permanent residents to fill the position or other similar positions. Please explain how you determined from this information that there are no suitably qualified and experienced Australian citizens or permanent residents readily available to fill the position.

s. 47G(1)(a)

Position details (2 of 3)

Describe the position to be undertaken, including responsibility and main duties.

Responsibilities

s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

Main duties

Other information

n/a

I certify that the tasks of the position include a significant majority of the tasks of the nominated occupation Quality Assurance Manager as listed in the ANZSCO dictionary, Legislative Instrument or Labour Agreement.

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Summary of domestic recruitment efforts by Freedom Foods

List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation ¹	Provide details of where the advertisement or recruitment effort took place ²	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Online	SEEK	11/1/2016	s. 22(1)(a)(ii)	SEEK	LOCAL	6	1	s. 47G(1)(a)

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature: _____ s. 47F(1)

Name and position of authorised person: s. 47F(1))

Date: 13/01/2016

¹ For example, online, social media, newspaper, internal recruitment processes, trade publications.

² For example, name of publication, website, job or careers expo etc.



Australian Government
**Department of Immigration
and Border Protection**

Department of Immigration and Border Protection

457 Nomination

Record of Responses

s. 22(1)(a)(ii)

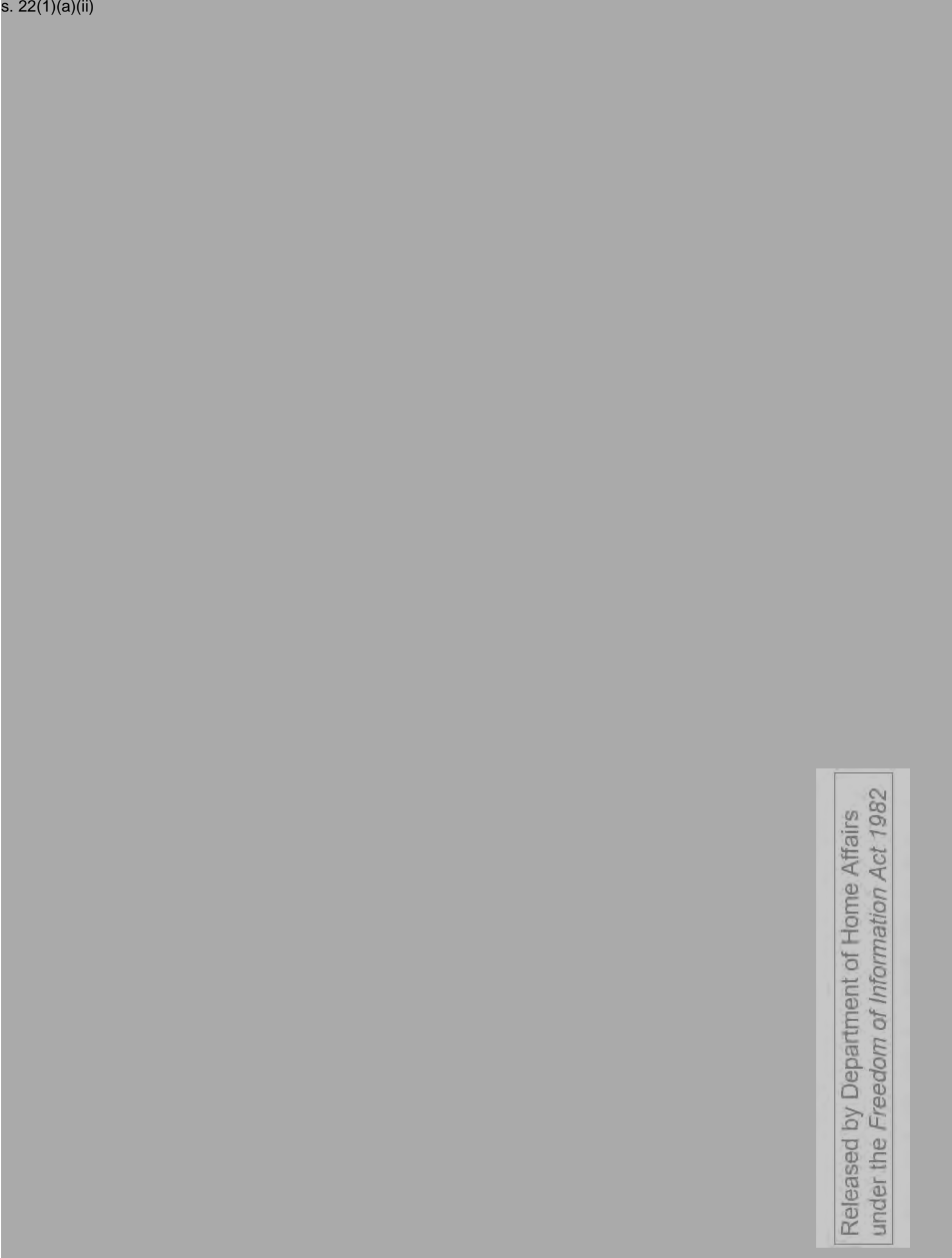
Legal name

FREEDOM FOODS GROUP LIMITED

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s. 22(1)(a)(ii)

Position details (1 of 3)

Job title/Position	PRODUCTION TECHNICIAN
Occupation	MECHANICAL TECHNICIAN
ANZSCO Code	312512 - Mechanical Engineering Technician

To obtain an ANZSCO Code, please refer to the list of ANZSCO Codes.

Please Note: Standard Business Sponsors can only nominate certain occupations. For a full list of these occupations, please refer to the Legislative Instrument.

Street address where the person will be employed

Address	1/102 DOOKIE ROAD
Suburb/Town	SHEPPARTON
State or Territory	Victoria
Postcode	3630
Country	AUSTRALIA

Labour Market Testing

Has your business tested the Australian labour market to ensure that there are no suitably qualified and experienced Australian citizens or permanent residents readily available to fill the position or other similar positions?

Yes

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Labour Market Testing

When did your business undertake Labour Market Testing?

RECENTLY

Has your business advertised the nominated position or similar positions recently?

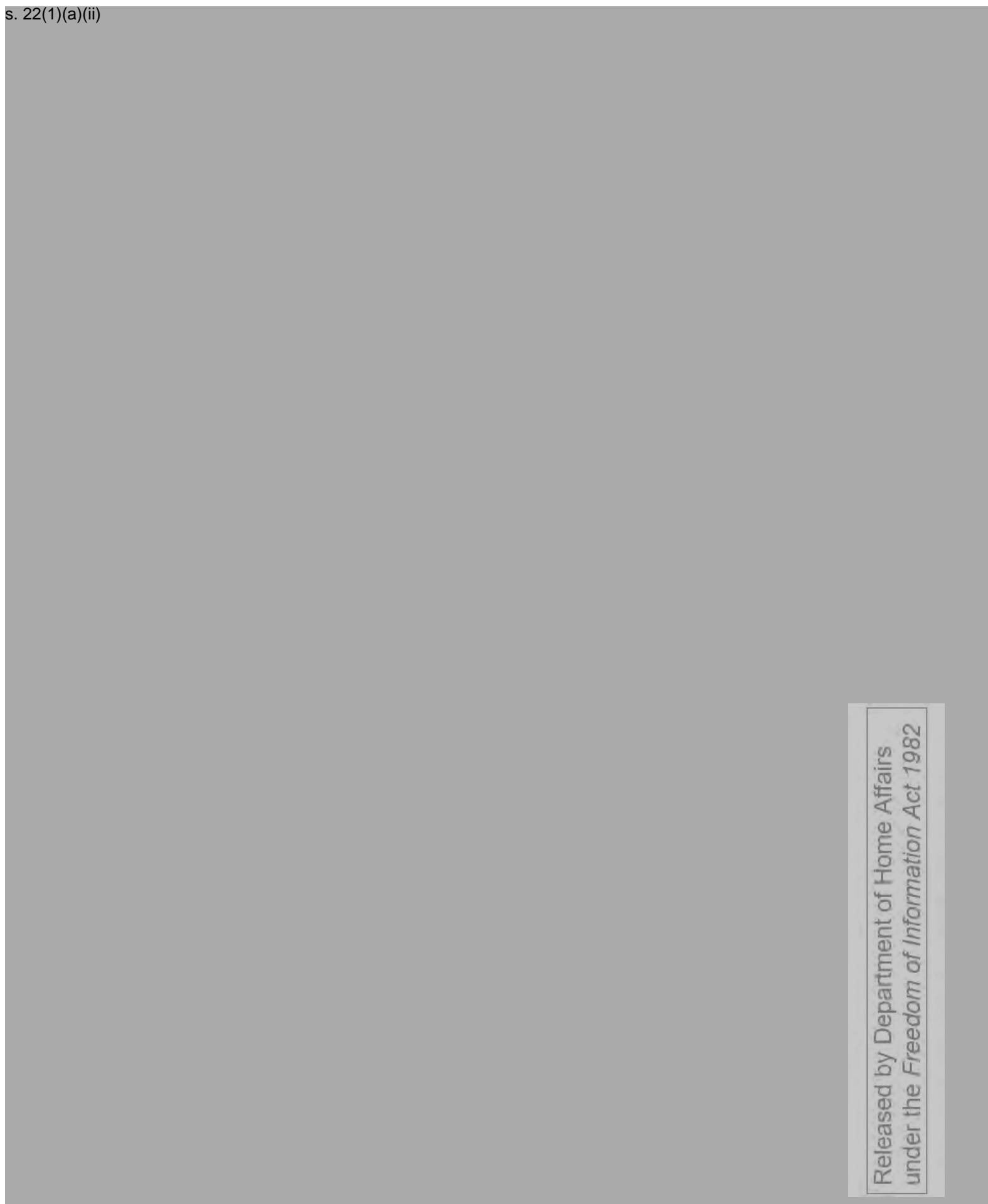
Yes

If yes, please describe where and how your business advertised the position/s, when the advertisement was published and how long it was published for (evidence of the advertisement/s and any associated payments for

advertising must be attached to this application, unless this nomination is exempt from the LMT requirement).

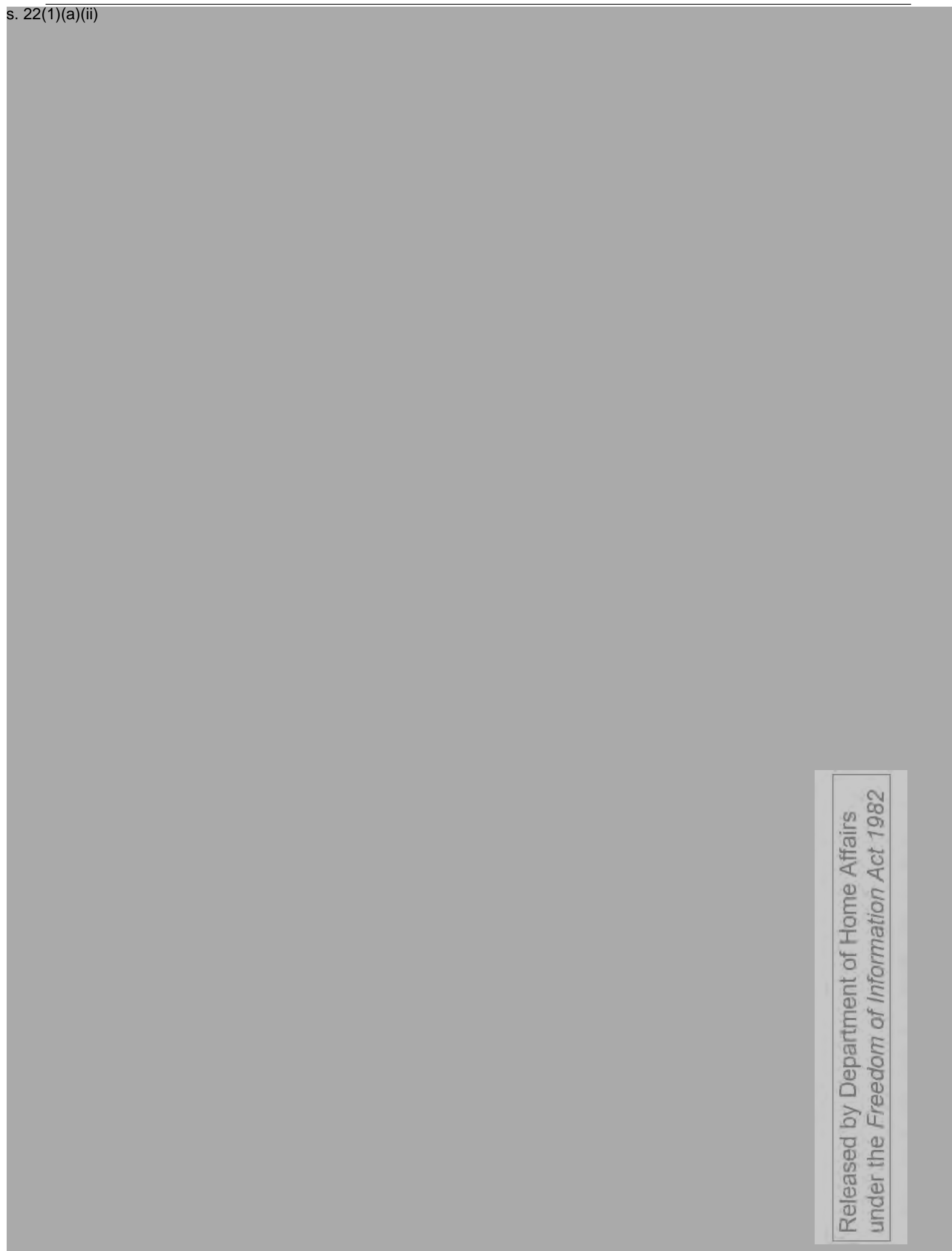
SEEK

s. 22(1)(a)(ii)



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(http://www.adzuna.com.au)

What?

e.g. job, company, title

Where?

e.g. city, state or postcode

advanced search » (http://www.adzuna.com.au/advanced-search)

Place an Ad (http://advertisers.com.au/jobs)

Food Processing Packing Machine Operators

Food Processing - Packing Machine Operators An Exciting Career Opportunity Situated at Leeton, in the Riverina region of New South Wales, Freedom Foods has one of the worlds largest and most contemporary Allergen-Free food processing plants in the Southern Hemisphere. Our range of Breakfast Cereals and Nutritional Bars, are sold throughout Australia, New Zealand and exported to a number of countries around the world. As an Australian listed company, Freedom Foods is able to set its own course and develop foods that are innovative, nutritional and based on the needs of our important and health conscious consumers. We have an exciting opportunity in our team for Packing Machine Operators to be part of the Freedom Foods future. Reporting to the Production Supervisor, and fully able to work rotating shifts these people will hold key positions in our cereal operations and will be rewarded with competitive rates. We are seeking natural Leaders with experience in Packing Machine Operation (Bagging, Carton Erecting & Closing and Case Erecting) proven problem solving, running vertical form sealing Machines, weigh heads. Experience in a food processing technical background and a Current Forklift Licence would be highly regarded.. If you have a real interest in this exciting area of production & packaging, and you seek a visible, accountable role, these positions may be for you. Please apply by emailing us at careers@freedomfoods.com.au including a summary resume and any other relevant information. Closing date for applications 17th June 2016. www.freedomfoods.com.au

Apply Now!

Please note, the closing date for job applications has passed.

Fields marked with asterisks (*) are required.

To

Subject

**Application for Food Processing Packing
Machine Operators**

* Your Name:

* Your Email Address:

* Resume

Choose file No file chosen

☐ Send you a copy of this email

We respect your privacy

(<http://www.adzuna.com.au/terms-and-conditions.html>)

Apply Now

Job Summary

Category

Other/General Jobs

Job Ref Number

192357

Work Type

Full Time

Location

07/07/2016

Food Processing Packing Machine Operators – Other/General Jobs – Adzuna.com.au - search job in thousands of vacancies

Leeton, NSW, Australia

FOI DOCUMENT #12

Date Posted

10 June, 2016

Closing Date

17 June, 2016

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GIVE US FEEDBACK (<http://www.adzuna.com.au/contact-us.html>) API (<http://api.adzuna.com>)

(<http://www.adzuna.com.au>)

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Summary of domestic recruitment efforts by Freedom Foods

List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation ¹	Provide details of where the advertisement or recruitment effort took place ²	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Recruitment Agency	s. 47G(1)(a)	November 2016	No charge for advertising	s. 47G(1)(a)	National/International	150	10	s. 47G(1)(a)

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature: s. 47F(1)

Name and position of authorised person: s. 47F(1) - HR Date: 27/01/2017



UHT Engineer



Have you ever wanted to be a part of an exciting and growing innovative company that can take you with it? We have a number of State of the Art UHT facilities across the country and are currently looking to employ a number of engineers.

General background/Qualities

Ideally you will be tertiary educated with 3+ years experience. You will also be a problem solver, able to 'think outside the square'. Finally you will need to be able to work equally well both in a team environment and by yourself.

Specific Expertise

Your Specific Expertise will encompass the following:

- Service Engineers Tetra pak
- UHT Processing Engineering Tetra Pack
- UHT Processing Engineering GEA / SPXk
- Must have full Tetra Pak certification and accreditation for training

Remuneration

An excellent remuneration package will be available to the right person.

This is a fantastic opportunity for a highly capable Engineering professional to move into a role which will provide many challenges and rewards over the coming years.

How to Apply?

Please submit your application on line, using the appropriate link below or send your resume and cover letter (one page) to janesinc@hotmail.com.

The cut-off for applications is COB Friday 13th November 2015.

Please ... No agencies!



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Australia's #1 job site

Production Operator

Advertiser: Private Advertiser

30 Jun 2017

Shepparton & Goulburn Valley

Full Time

Manufacturing, Transport & Logistics, Machine Operators

Production Operator

Freedom Foods Group (FNP) is a listed innovative FMCG company that has a mission to create quality on-trend, great-tasting, responsibly Australian produced food and beverages. Food and beverages that people enjoy and feel good about. We aim to continually innovate and re-imagine what is possible, to change the way the world eats for the better.

Freedom Foods Group Limited is a leader in the Health and Wellbeing food and beverage market.

We are currently recruiting for our UHT facility located at Shepparton. We are currently recruiting for a Production Technician.

The Nature of the Role

Pre-weigh ingredients, set up, monitor, adjust, operate and troubleshoot the Mixing Plant and UHT Processing Equipment to achieve planned volumes in the most efficient and cost effective manner with minimal losses due to factors such as engineering breakdowns, safety and/or quality incidents. This includes completing plant checks, meeting agreed productivity and waste reduction targets and maintaining a high standard of cleanliness around the plant.

Role Responsibilities

- Pre-weigh ingredients as required and/or assist the Process technician with the operation of pre-weight activity as required.
- Set up, operate, adjust, troubleshoot, changeover and shut down Mixing Plants and UHT Processing equipment.
- Ensure that all equipment within area of responsibility is running at the required performance rates to ensure that daily production targets are met.
- Ensure products and batch changes are correctly managed and authorised.
- Assist the Process Technicians with the operation of the UHT as required.
- Monitor and report on key performance indicators (i.e. OEE, waste, downtime etc.) throughout the shift to Senior

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Technicians.

- Perform routine in-process checks during production, i.e. weight control, dye check, density testing etc.
- Troubleshoot equipment issues and when Senior Technicians or Engineering is required for assistance, ensure you understand what the issue was and what had to be done to fix the issue.
- Participate and support Senior Process Technicians, the Engineering team and the plant preventative maintenance process.
- Participate in the implementation of agreed process improvement initiatives in the Plant.

Quality & Food Safety

- Monitor, maintain and improve quality, food safety and hygiene within area of responsibility and take corrective action in response to quality, food safety and hygiene non-compliance.
- Ensure that production is undertaken following all quality guidelines and regulations and support the Quality Team in the implementation of quality control systems.
- Ensure that all product produced meets required specifications.
- Report quality control/food safety issues or out of specifications to management and suggest potential corrective actions.
- Manage product sampling requirements.
- Complete regular checks and maintain records on accuracy of product coding and weight control.
- Ensure compliance to the Company's GMP Policy is maintained by self and anyone seen entering the factory. Correct incorrect behaviour.
- Ensure cleaning of area and equipment is conducted at the appropriate time intervals in accordance with cleaning requirements.
- Reduce defects and minimise customer complaints by ensuring team are aware of quality standards and continually monitor compliance to such standards.
- Update and inform the Production Manager about any new CCPs that may require monitoring. Set up, operate, adjust, troubleshoot, changeover and shut down Filler OR Downstream Equipment including case packers, stroll applicators, robots and other equipment.
- Ensure that all equipment within area of responsibility is running at the required performance rates to ensure that daily production targets are met

Qualification and Experience

- 2-3 years' experience working within a similar position within the Food/Beverage manufacturing industry.
- A minimum formal education of High School Certificate or equivalent.
- Previous experience in operating UHT filling equipment.
- Demonstrated understanding of long life filling technology and sterile filling operation concepts.
- A relevant technical, dairy or science tertiary qualification is desirable but not essential.

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- Sound understanding of quality and workplace health and safety standards, legislation and regulations.
- Demonstrated experience working with Lean/Six Sigma continuous improvement principals highly desirable.
- Process thought orientated candidate highly desirable.

Should you feel you meet this criteria, please apply.

No agencies please.

Apply for this job



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Production Technician

- Full time permanent opportunity
- Leading Australian FMCG Company
- Shepparton (Victoria) and Ingleburn (New South Wales) locations

Freedom Foods Group Limited is a leader in the Health and Wellbeing food & beverage market and we are recruiting for an experienced Production Technician to join our team.

Freedom Foods Group Limited is a listed innovative FMCG company that has a mission to create quality, on-trend, great-tasting, responsibly Australian produced food and beverages. Food and beverages that people enjoy and feel good about. We aim to continually innovate and reimagine what is possible, to change the way the world eats for the better.

About the role

As an experienced Production Technician, you will need to be able to set up, monitor, adjust, operate and troubleshoot Filling and Packaging Equipment to achieve planned volumes.

You will also be required to:

- Ensure products and batch changes are correctly managed and authorised;
- Perform routine in-process checks during production;
- Ensure that production is undertaken following all quality guidelines and regulations;
- Manage product sampling requirements.

What we are looking for

- Minimum 3 - 4 years' experience working within a similar position within the Food/Beverage manufacturing industry;
- Previous experience in operating filling and packaging equipment;
- Relevant technical, dairy or science tertiary qualifications is desirable but not essential;
- Previous experience in operating equipment;
- Demonstrated experience working with Lean/Six Sigma continuous improvement principles.

Application

If this role interests you, we would love to hear from you! Please submit your latest resume and include which site you are applying for.





Australian Government
**Department of Immigration
and Border Protection**

Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

**Record of
Responses**

Terms and Conditions

s. 22(1)(a)(ii)

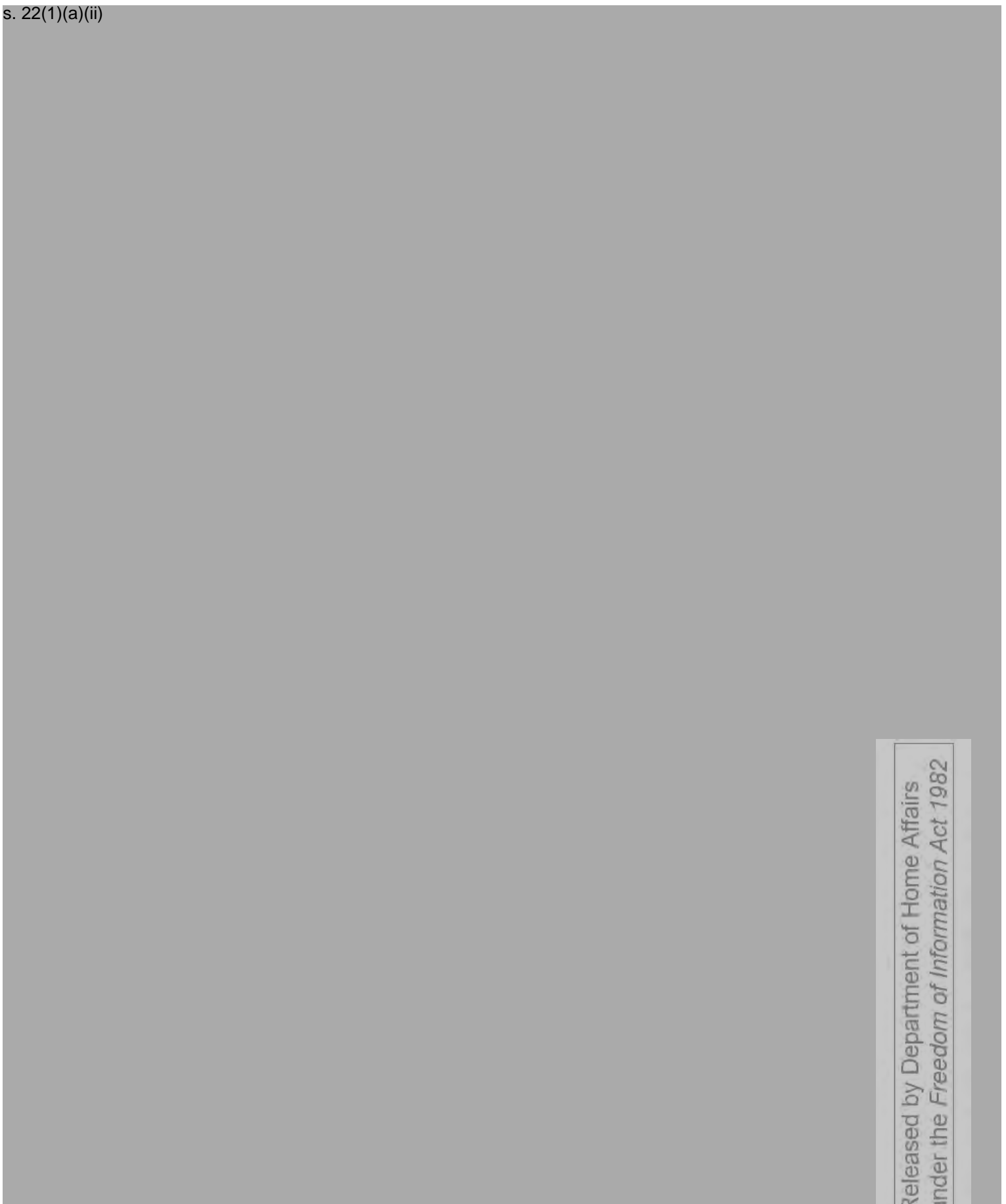
Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Nominated position details**Position details**

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **312512**

Occupation name (ANZSCO) **Mechanical Engineering Technician**

Job title: **PRODUCTION TECHNICIAN**

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s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

Address where nominated person will be employed

Business name at this location: **PACTUM DAIRY GROUP**
Business web site / URL: **WWW.pactum.com.au/dairy**
Country: **AUSTRALIA**
Address: **1/102 DOOKIE ROAD**
Suburb / Town: **SHEPPARTON**
State / Territory: **Victoria**
Postcode: **3630**

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s. 22(1)(a)(ii)

s. 22(1)(a)(ii)



Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)

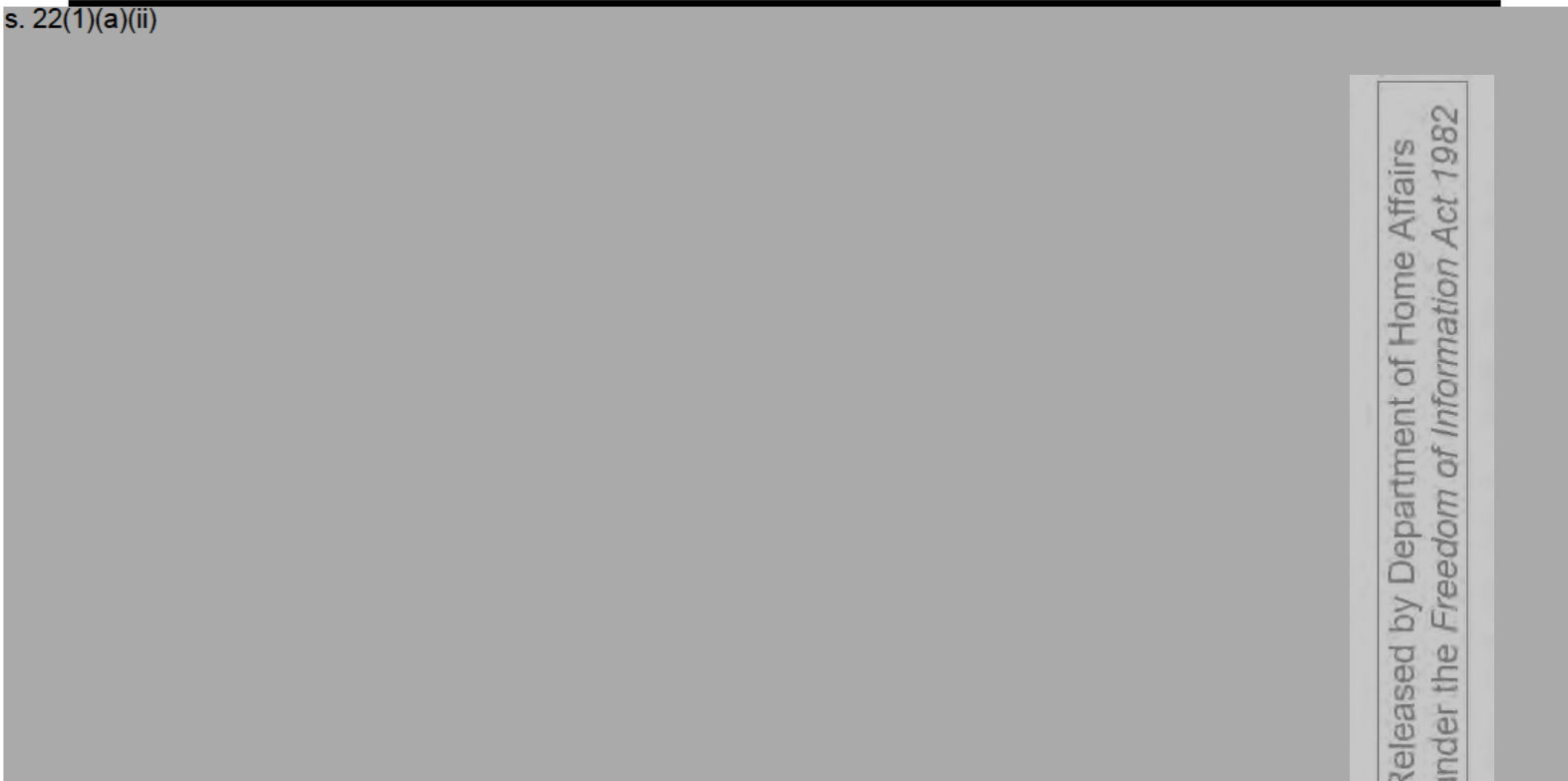


Of the total number of foreign employees, what is the number of:

- 457 Visa holders:
- Other temporary work or temporary activity visa holders:
- Overseas students:
- Working holiday makers:
- Other:



s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Labour market testing

Was Labour Market Testing required for this position?

Yes

When did Labour Market Testing commence? **01 Nov 2016**

Length of Labour Market Testing: **Ongoing**

Provide the details of any advertisements for the position

Details of position advertisement

Describe where and how the applicant's business advertised the position: **Recruitment Agency**

When was the advertisement published? **09 Nov 2016**

How long was the advertisement published for? **on going data base**

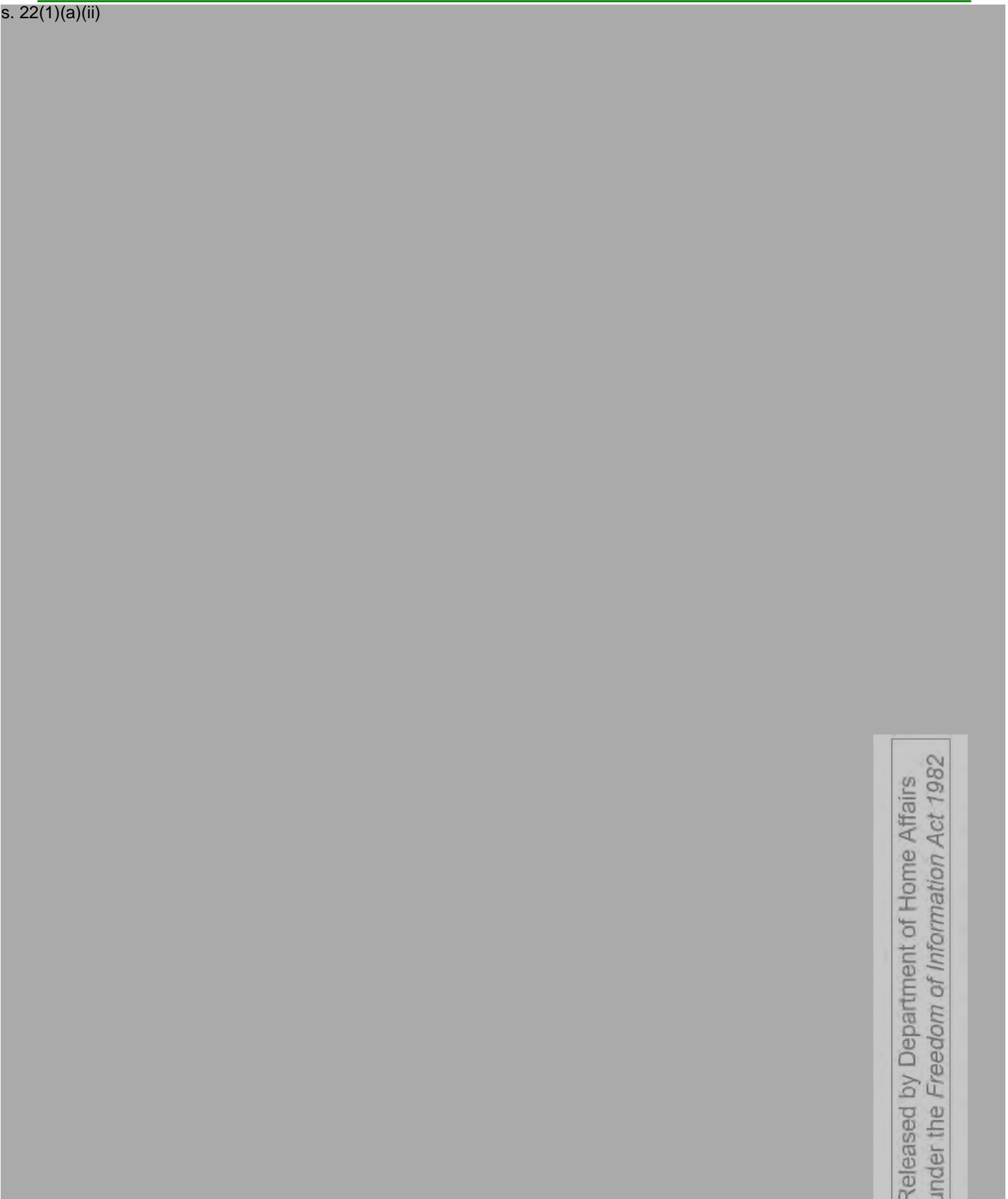
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s. 22(1)(a)(ii)

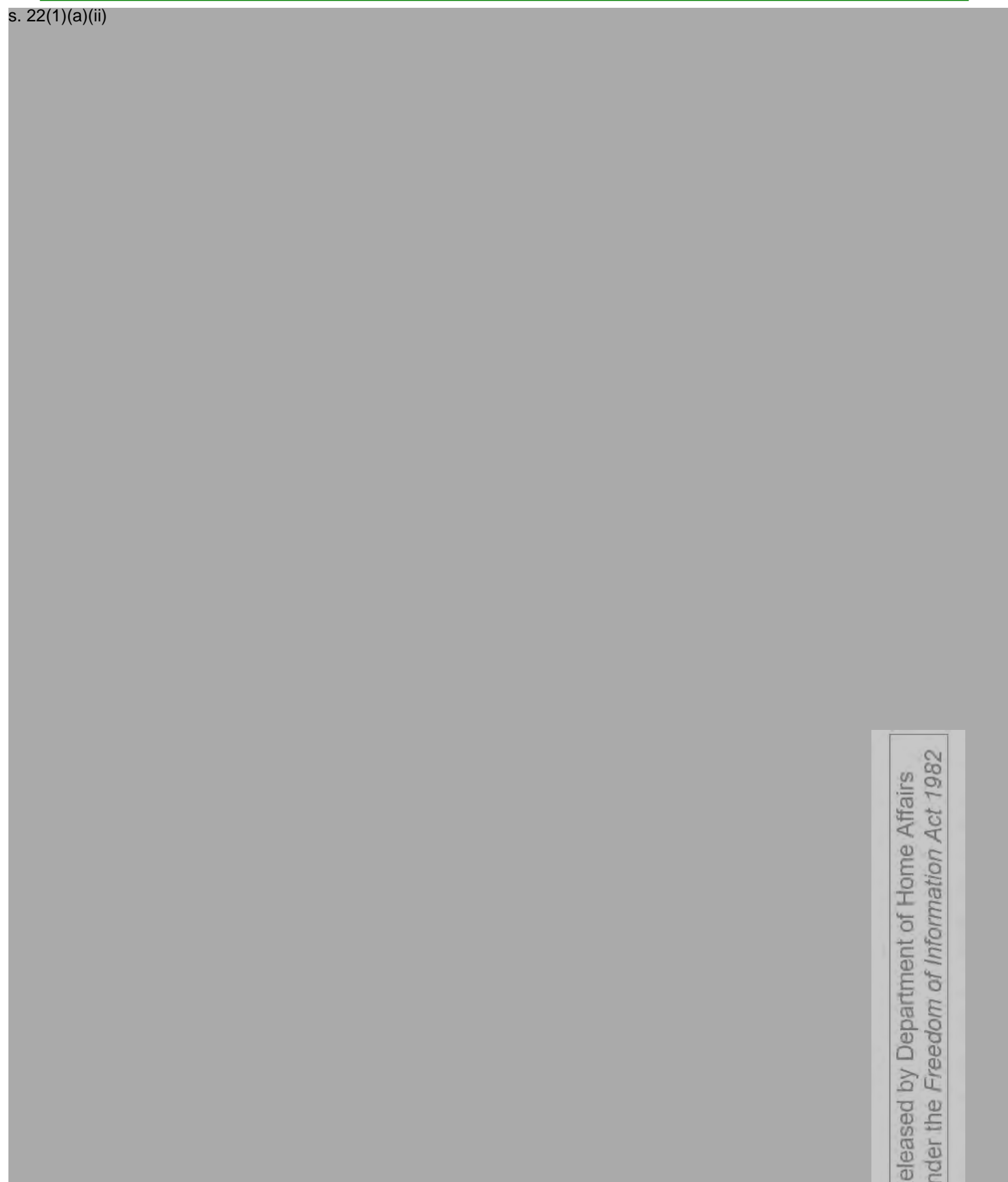
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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)




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s. 22(1)(a)(ii)



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Australian Government

Department of Immigration
and Border Protection

Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

Record of
Responses

Terms and Conditions

s. 22(1)(a)(ii)

Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **312512**

Occupation name (ANZSCO) **Mechanical Engineering Technician**

Job title: **PRODUCTION TECHNICIAN**

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s. 22(1)(a)(ii)

Qualifications for the position

s. 22(1)(a)(ii)

Address where nominated person will be employed

Business name at this location:	PACTUM DAIRY GROUP
Business web site / URL:	WWW.pactum.com.au/dairy
Country:	AUSTRALIA
Address:	1/102 DOOKIE ROAD
Suburb / Town:	SHEPPARTON
State / Territory:	Victoria
Postcode:	3630

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)



Of the total number of foreign employees, what is the number of:

- 457 Visa holders:
- Other temporary work or temporary activity visa holders:
- Overseas students:
- Working holiday makers:
- Other:



s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Labour market testing

Was Labour Market Testing required for this position?

Yes

When did Labour Market Testing commence? **01 Nov 2016**

Length of Labour Market Testing: **Ongoing**

Provide the details of any advertisements for the position

Details of position advertisement

Describe where and how the applicant's business advertised the position: **Recruitment Agency**

When was the advertisement published? **09 Nov 2016**

How long was the advertisement published for? **on going data base**

Was there a cost associated with advertising the position? **No**

Has the applicant's business retrenched any Australian citizens or Australian permanent residents in the nominated occupation, or made their positions redundant, in the last four months?

No

Does the applicant's business operate in the Agricultural sector?

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)



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Australian Government

**Department of Immigration
and Border Protection**

Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

**Record of
Responses**

s. 22(1)(a)(ii)

Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

Released by Department of Home Affairs
under the Freedom of Information Act 1982

s. 22(1)(a)(ii)



Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **233512**
Occupation name (ANZSCO) **Mechanical Engineer**
Job title: **PRODUCTION TECHNICIAN**

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under the Freedom of Information Act 1982

s. 22(1)(a)(ii)



s. 22(1)(a)(ii)

Address where nominated person will be employed

Business name at this location: **PACTUM DAIRY GROUP**
Business web site / URL: **WWW.pactum.com.au/dairy**
Country: **AUSTRALIA**
Address: **1/102 DOOKIE ROAD**
Suburb / Town: **SHEPPARTON**
State / Territory: **Victoria**
Postcode: **3630**

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s. 22(1)(a)(ii)

s. 22(1)(a)(ii)



Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)

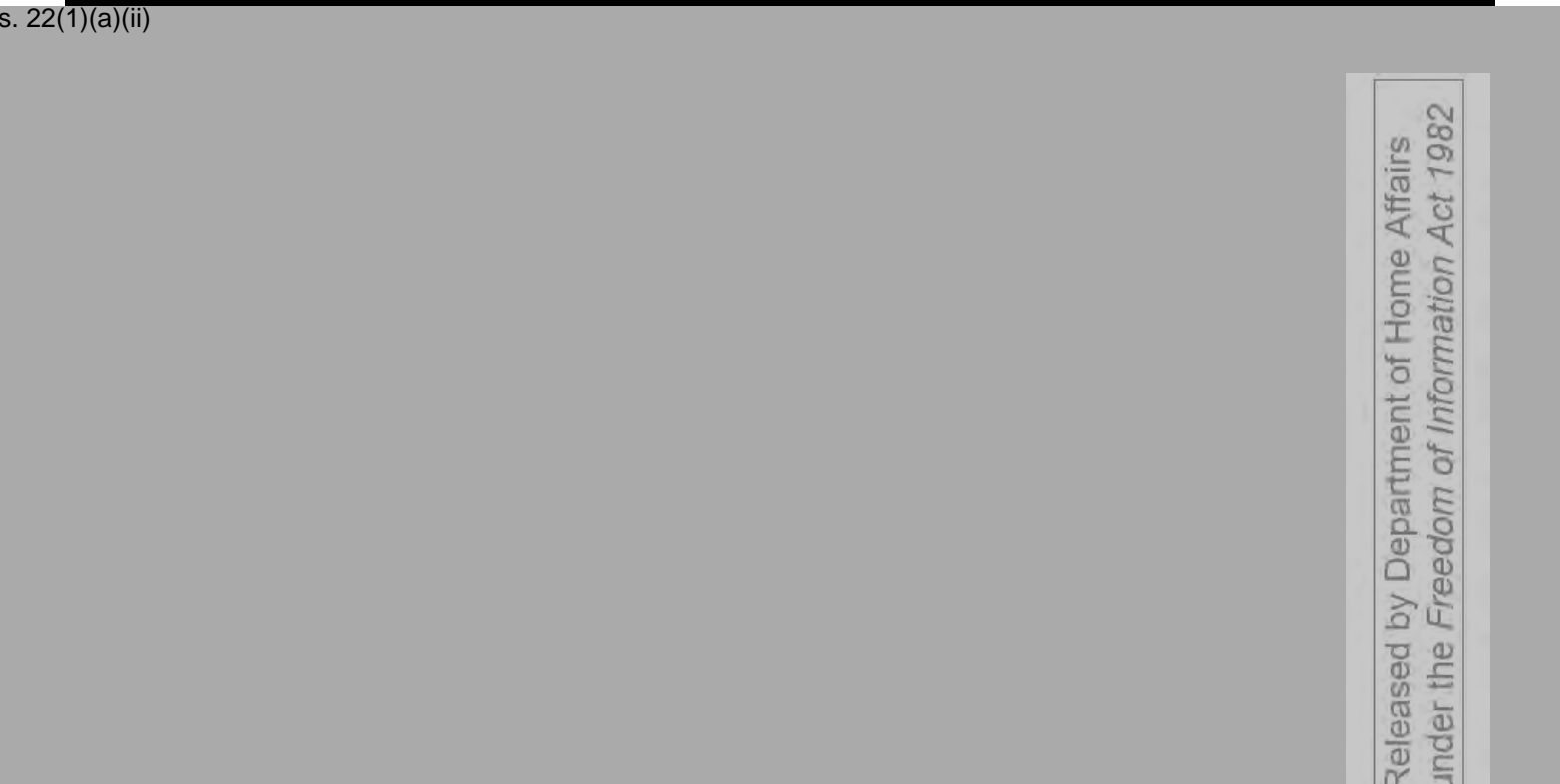


Of the total number of foreign employees, what is the number of:

- 457 Visa holders:
- Other temporary work or temporary activity visa holders:
- Overseas students:
- Working holiday makers:
- Other:



s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Labour market testing

Was Labour Market Testing required for this position?

Yes

When did Labour Market Testing commence? **01 Nov 2016**

Length of Labour Market Testing: **Ongoing**

Provide the details of any advertisements for the position

Details of position advertisement

Describe where and how the applicant's business advertised the position: **Recruitment Agency**

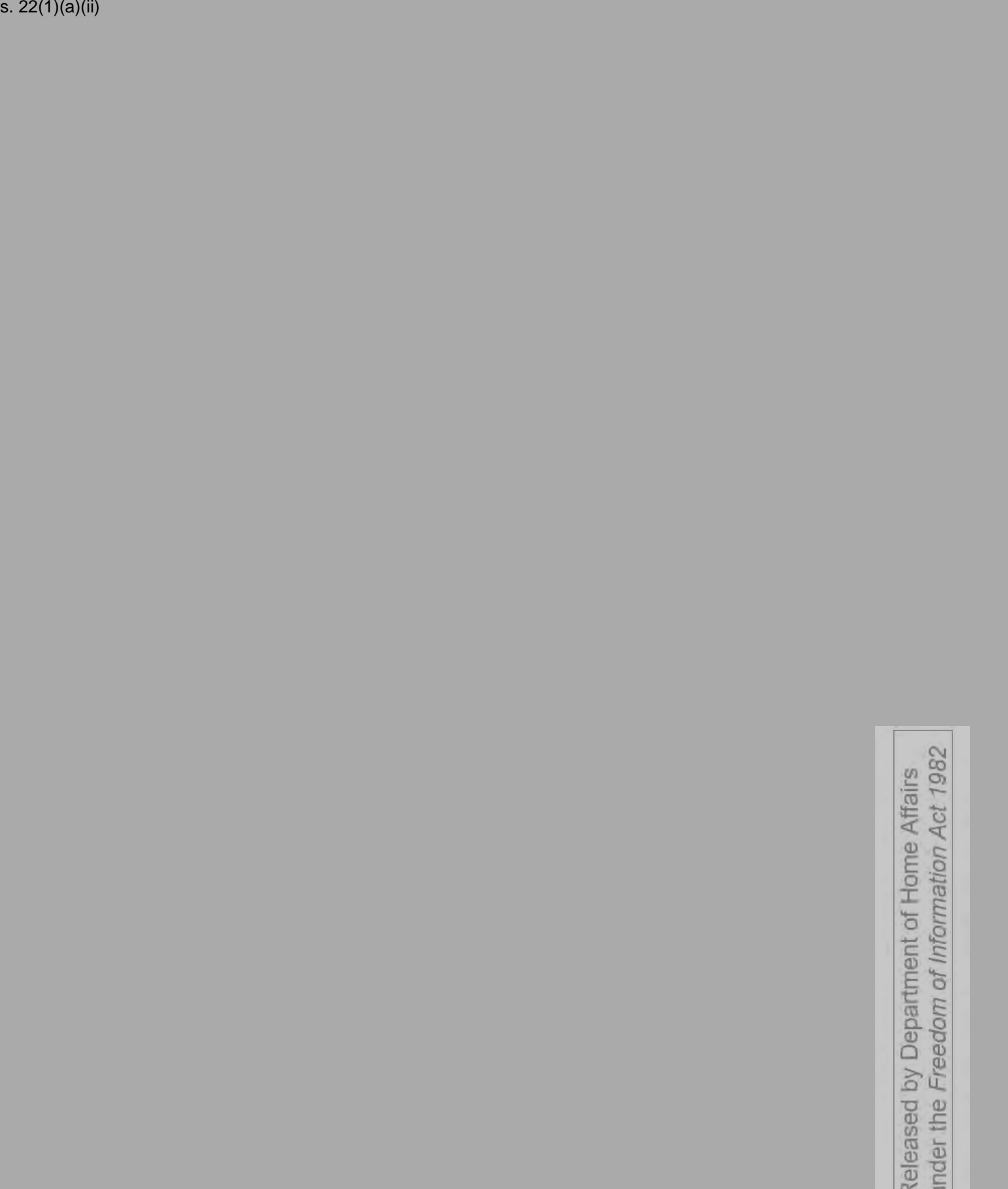
When was the advertisement published? **09 Nov 2016**

How long was the advertisement published for? **on going data base**

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s. 22(1)(a)(ii)

s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)


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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)



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Australian Government

**Department of Immigration
and Border Protection**

Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

**Record of
Responses**

s. 22(1)(a)(ii)

Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **233512**
Occupation name (ANZSCO) **Mechanical Engineer**
Job title: **PRODUCTION TECHNICIAN**

s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Details about where nominated person will be working

Provide details for all business locations where the nominee will be working.

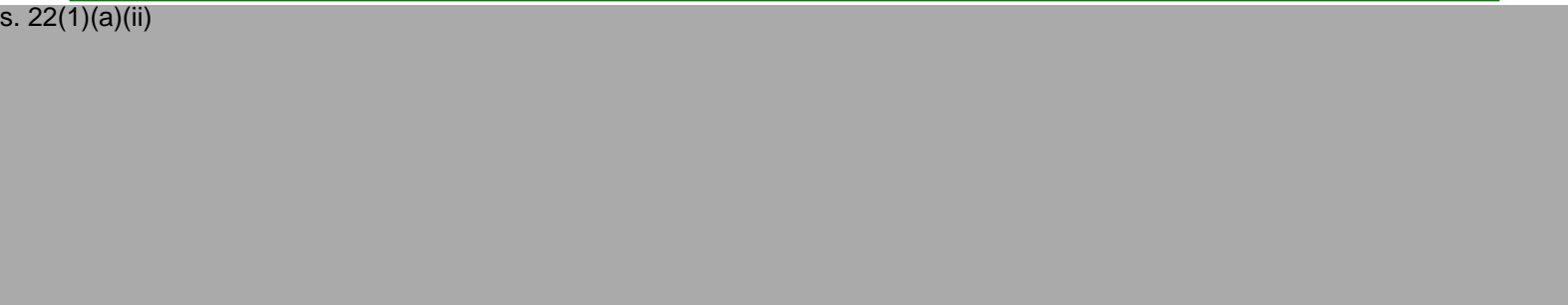
Address where nominated person will be employed

Business name at this location: **PACTUM DAIRY GROUP**
Business web site / URL: **WWW.pactum.com.au/dairy**
Country: **AUSTRALIA**
Address: **1/102 DOOKIE ROAD**
Suburb / Town: **SHEPPARTON**
State / Territory: **Victoria**
Postcode: **3630**
Hours per week at this location: **38**

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s. 22(1)(a)(ii)

s. 22(1)(a)(ii)



Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)

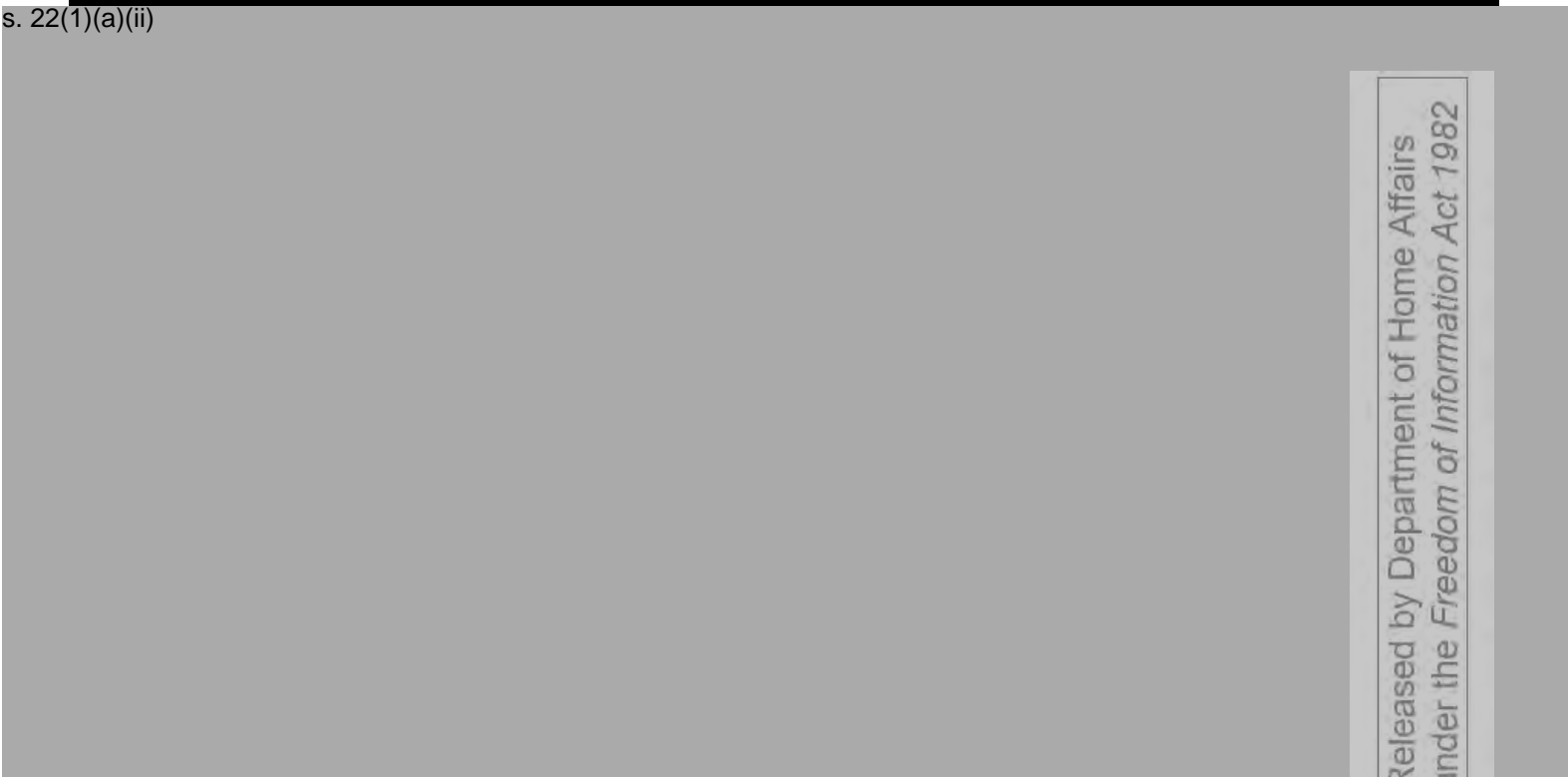


Of the total number of foreign employees, what is the number of:

- 457 Visa holders:
- Other temporary work or temporary activity visa holders:
- Overseas students:
- Working holiday makers:
- Other:



s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Labour market testing

Was Labour Market Testing required for this position?

Yes

When did Labour Market Testing commence? **01 Nov 2016**

Length of Labour Market Testing: **Ongoing**

Provide the details of any advertisements for the position

Details of position advertisement

Describe where and how the applicant's business advertised the position: **Recruitment Agency**

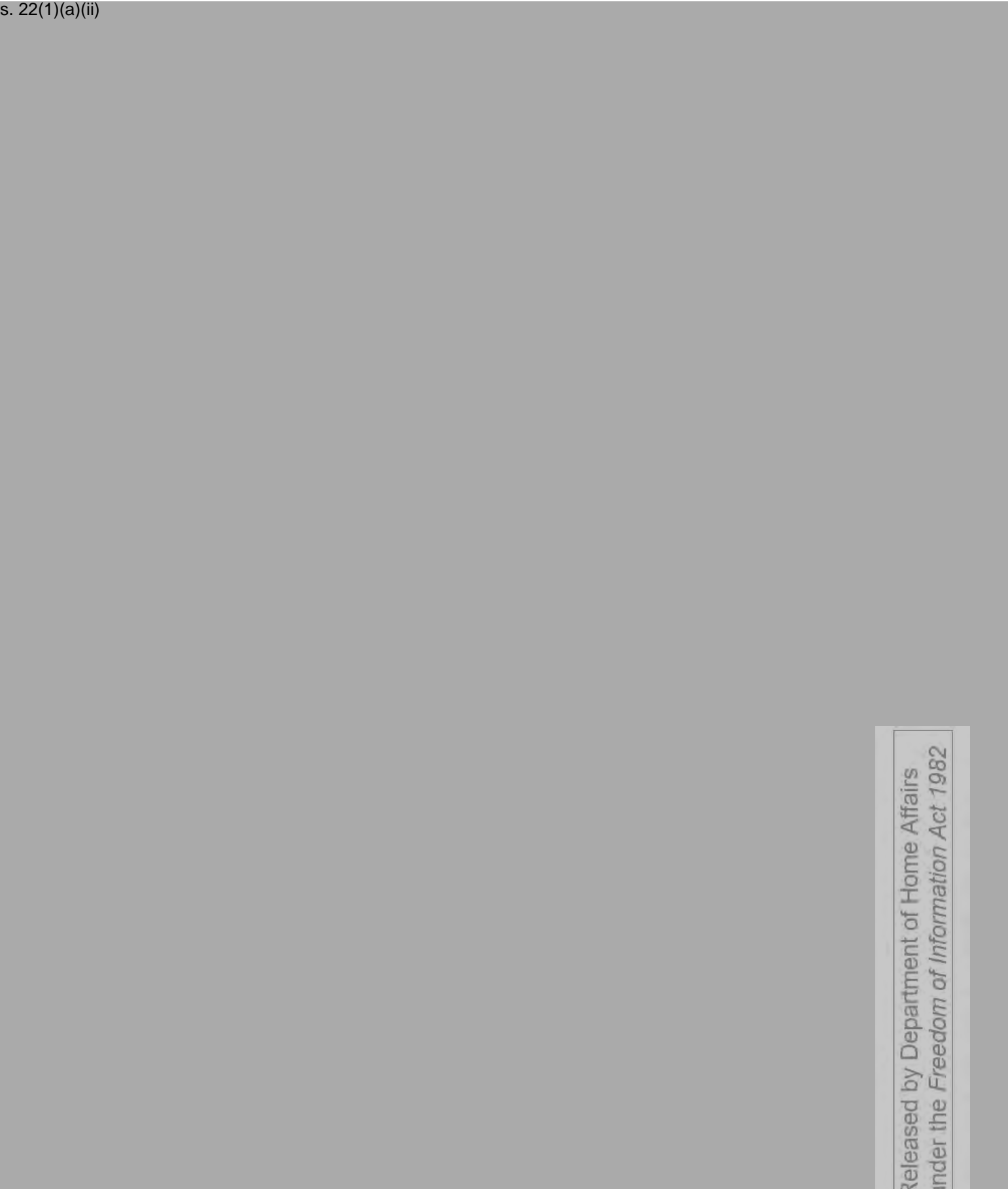
When was the advertisement published? **09 Nov 2016**

How long was the advertisement published for? **on going data base**

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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)



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Australian Government
**Department of Immigration
and Border Protection**

Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

**Record of
Responses**

s. 22(1)(a)(ii)

Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

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Nomination for a Temporary Business Entry visa

s. 22(1)(a)(ii)

Nominated position details**Position details**

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **233512**

Occupation name (ANZSCO) **Mechanical Engineer**

Job title: **PRODUCTION TECHNICIAN**

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s. 22(1)(a)(ii)

Nomination for a Temporary Business Entry visa

s. 22(1)(a)(ii)

Details about where nominated person will be working

Provide details for all business locations where the nominee will be working.

Address where nominated person will be employed

Business name at this location: **PACTUM DAIRY GROUP**
Business web site / URL: **WWW.pactum.com.au/dairy**
Country: **AUSTRALIA**
Address: **1/102 DOOKIE ROAD**
Suburb / Town: **SHEPPARTON**
State / Territory: **Victoria**
Postcode: **3630**

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s. 22(1)(a)(ii)

Nomination for a Temporary Business Entry visa

s. 22(1)(a)(ii)

Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

Australian employees
(including Australian citizens
and permanent residents)

Foreign employees (i.e. non-
Australian citizens or non-
permanent residents)

s. 47G(1)(a)

Of the total number of foreign employees, what is the number of:

457 Visa holders:

Other temporary work or
temporary activity visa
holders:

Overseas students:

Working holiday makers:

Other:

s. 47G(1)(a)

s. 22(1)(a)(ii)

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Nomination for a Temporary Business Entry visa

s. 22(1)(a)(ii)

Labour market testing

Was Labour Market Testing required for this position?

YesWhen did Labour Market Testing commence? **01 Nov 2016**Length of Labour Market Testing: **Ongoing**

Provide the details of any advertisements for the position

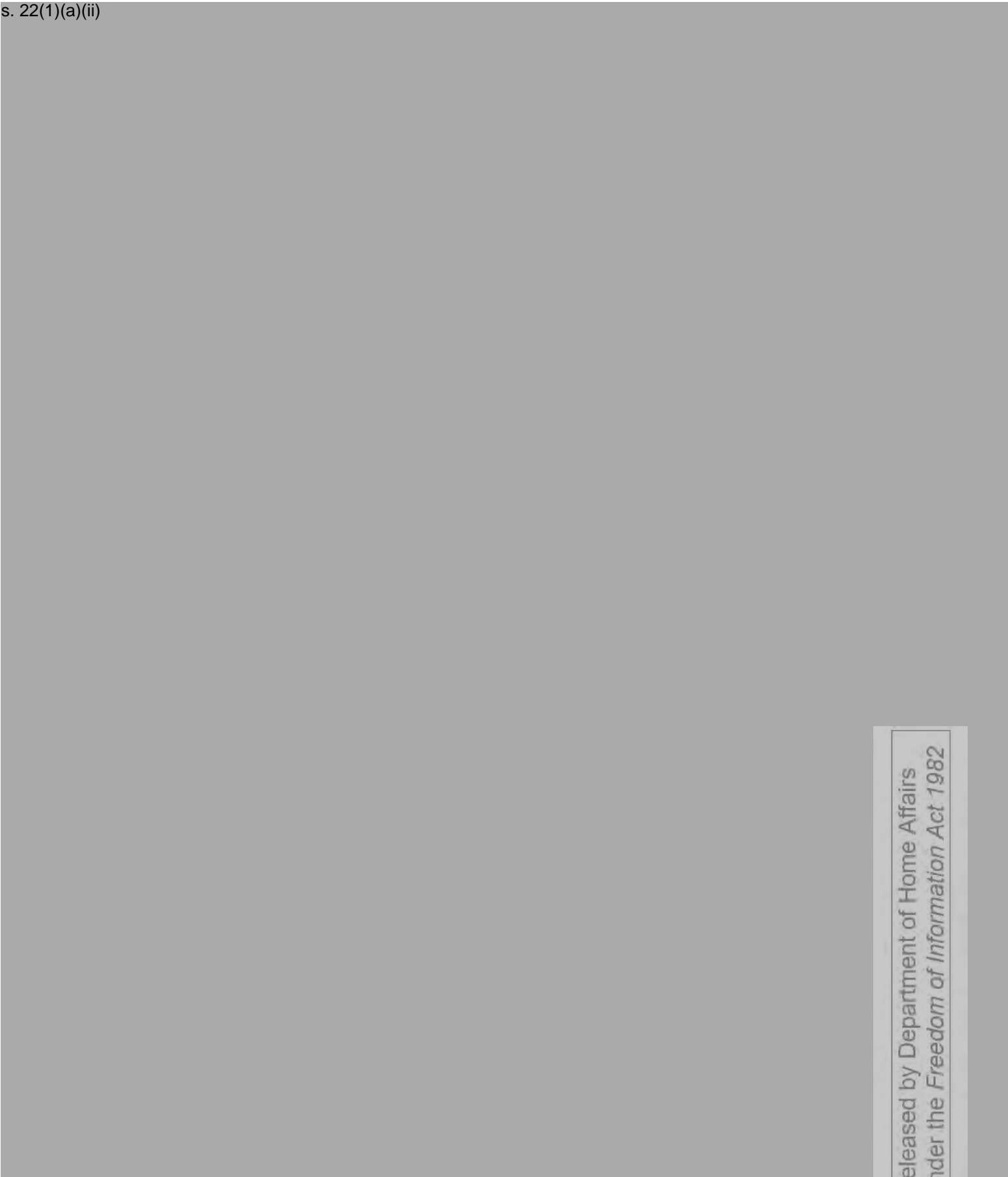
Details of position advertisementDescribe where and how the applicant's business advertised the position: **Recruitment Agency**When was the advertisement published? **09 Nov 2016**How long was the advertisement published for? **on going data base**

s. 22(1)(a)(ii)

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Nomination for a Temporary Business Entry visa

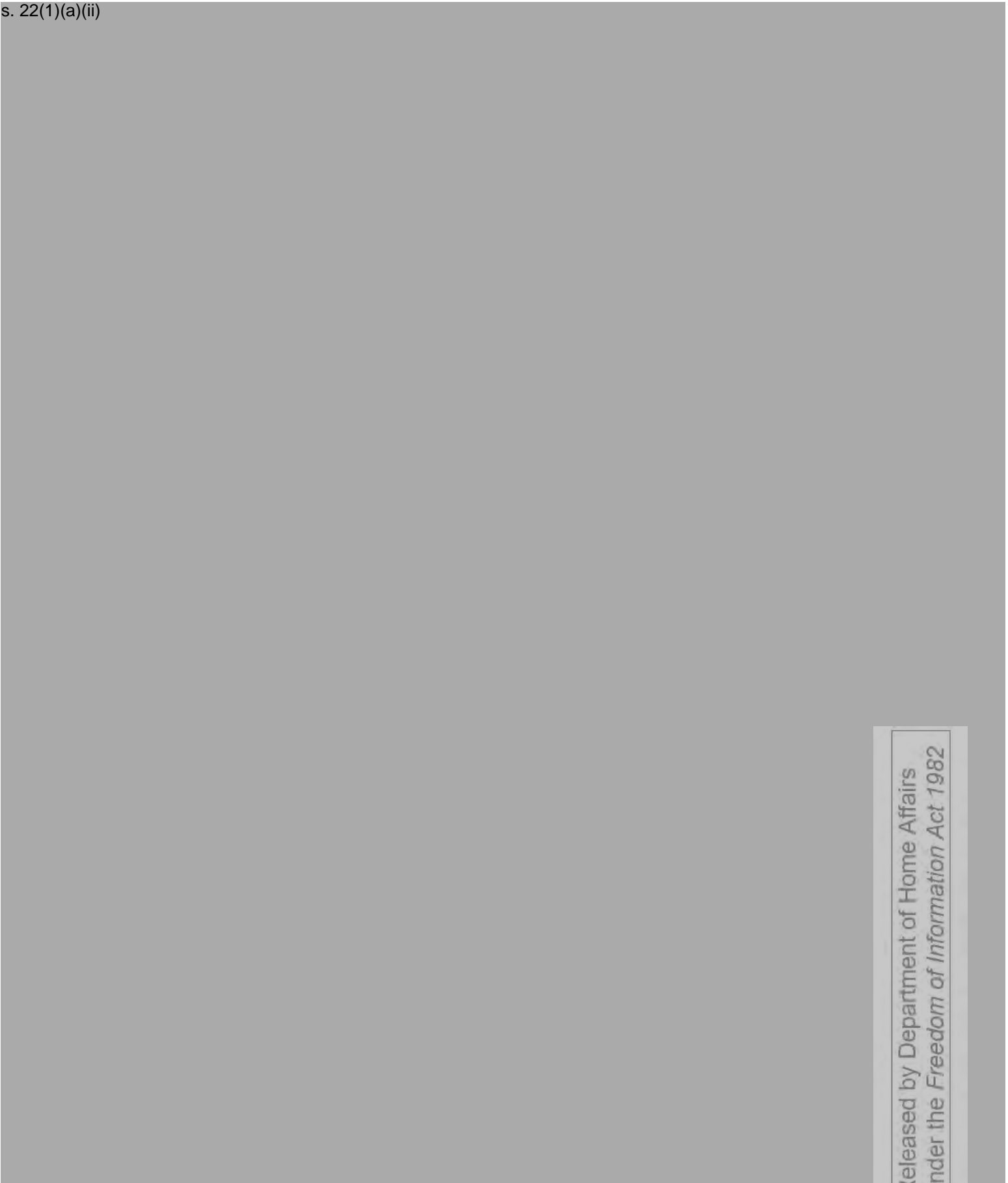
s. 22(1)(a)(ii)



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Nomination for a Temporary Business Entry visa

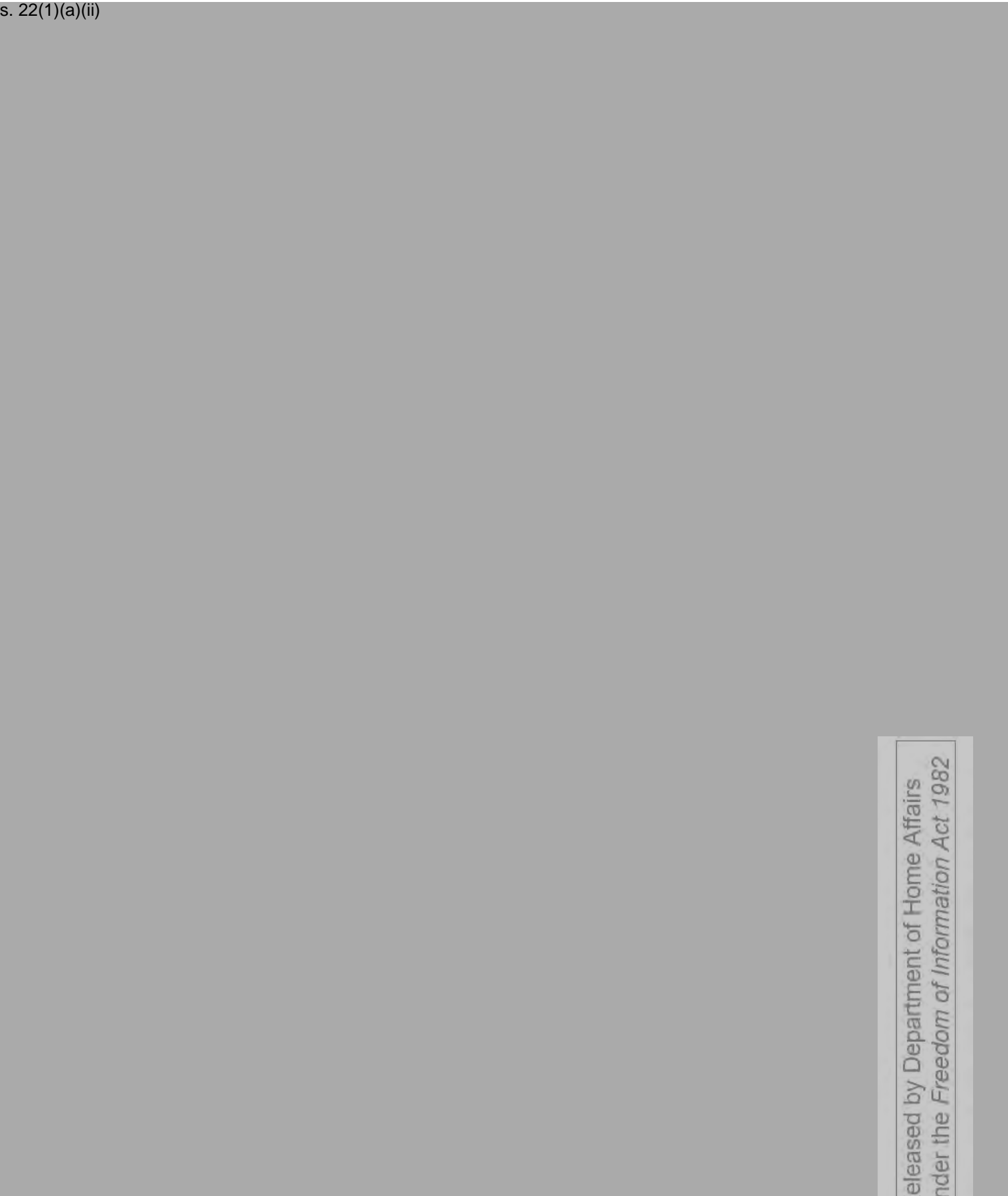
s. 22(1)(a)(ii)



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Nomination for a Temporary Business Entry visa


s. 22(1)(a)(ii)



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Nomination for a Temporary Business Entry visa


s. 22(1)(a)(ii)



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Nomination for a Temporary Business Entry visa

s. 22(1)(a)(ii)



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Summary of domestic recruitment efforts by Freedom Foods

List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation ¹	Provide details of where the advertisement or recruitment effort took place ²	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Recruitment Agency	s. 47G(1)(a)	June 2017	No charge for advertising	s. 47G(1)(a)	National/International	150	20	s. 47G(1)(a)

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature: s. 47F(1)

Name and position of authorised person: s. 47F(1) - HR Date: 07/08/2017



Australian Government

**Department of Immigration
and Border Protection**

Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

**Record of
Responses**

s. 22(1)(a)(ii)

Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **233512**
Occupation name (ANZSCO) **Mechanical Engineer**
Job title: **PRODUCTION TECHNICIAN**

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s. 22(1)(a)(ii)



s. 22(1)(a)(ii)

Address where nominated person will be employed

Business name at this location: **PACTUM DAIRY GROUP**
Business web site / URL: **WWW.pactum.com.au/dairy**
Country: **AUSTRALIA**
Address: **1/102 DOOKIE ROAD**
Suburb / Town: **SHEPPARTON**
State / Territory: **Victoria**
Postcode: **3630**

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s. 22(1)(a)(ii)



Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)



Of the total number of foreign employees, what is the number of:

- 457 Visa holders:
- Other temporary work or temporary activity visa holders:
- Overseas students:
- Working holiday makers:
- Other:



s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Labour market testing

Was Labour Market Testing required for this position?

Yes

When did Labour Market Testing commence? **01 Nov 2016**

Length of Labour Market Testing: **Ongoing**

Provide the details of any advertisements for the position

Details of position advertisement

Describe where and how the applicant's business advertised the position: **Recruitment Agency**

When was the advertisement published? **09 Nov 2016**

How long was the advertisement published for? **on going data base**

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s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)


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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)



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Australian Government
**Department of Immigration
and Border Protection**

Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

**Record of
Responses**

Terms and Conditions

s. 22(1)(a)(ii)

Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **312512**

Occupation name (ANZSCO) **Mechanical Engineering Technician**

Job title: **PRODUCTION TECHNICIAN**

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s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

Details about where nominated person will be working

Provide details for all business locations where the nominee will be working.

Address where nominated person will be employed

Business name at this location:	FREEDOM FOODS SHEPPARTON
Business web site / URL:	WWW.pactum.com.au/dairy
Country:	AUSTRALIA
Address:	1/102 DOOKIE ROAD
Suburb / Town:	SHEPPARTON
State / Territory:	Victoria
Postcode:	3630

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s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

[Redacted]

Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)

s. 47G(1)(a)

[Redacted]

- What is the total number of:
- 457 Visa holders:
 - Other temporary work or temporary activity visa holders:
 - Overseas students:
 - Working holiday makers:
 - Other:

s. 47G(1)(a)

[Redacted]

s. 22(1)(a)(ii)

[Redacted]

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)


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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)



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Australian Government

**Department of Immigration
and Border Protection**

Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

**Record of
Responses**

Terms and Conditions

s. 22(1)(a)(ii)


Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **312512**

Occupation name (ANZSCO) **Mechanical Engineering Technician**

Job title: **PRODUCTION TECHNICIAN**

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under the Freedom of Information Act 1982

s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

Address where nominated person will be employed

Business name at this location: **FREEDOM FOODS SHEPPARTON**

Business web site / URL: **WWW.pactum.com.au/dairy**

Country: **AUSTRALIA**

Address: **1/102 DOOKIE ROAD**

Suburb / Town: **SHEPPARTON**

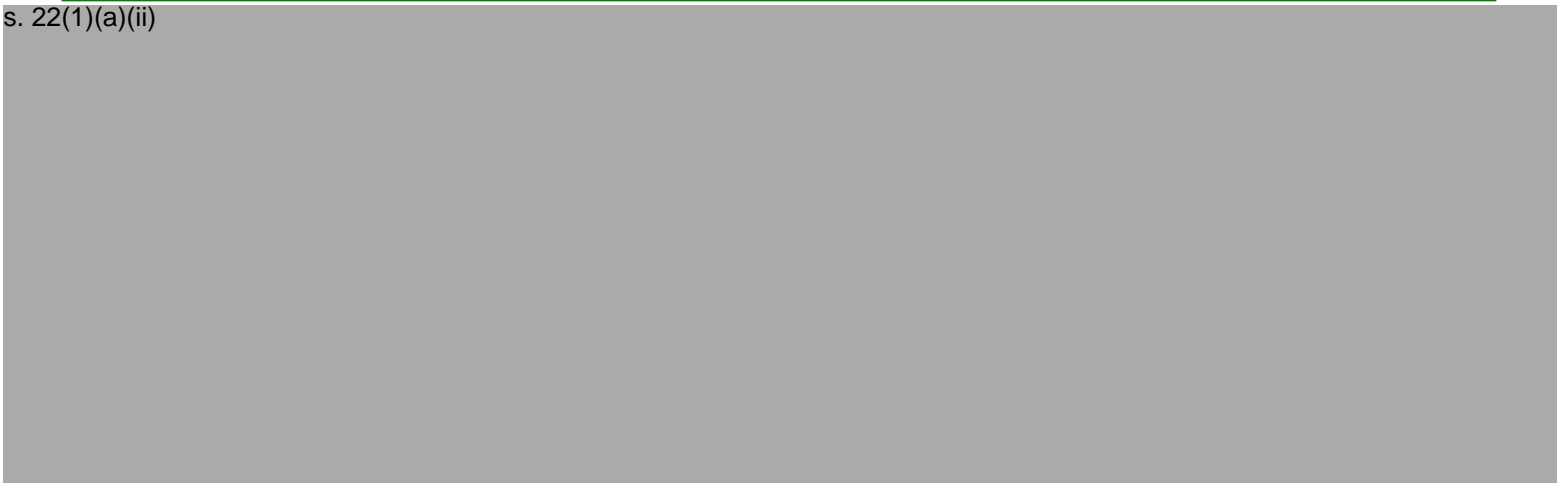
State / Territory: **Victoria**

Postcode: **3630**

Hours per week at this location: **38**

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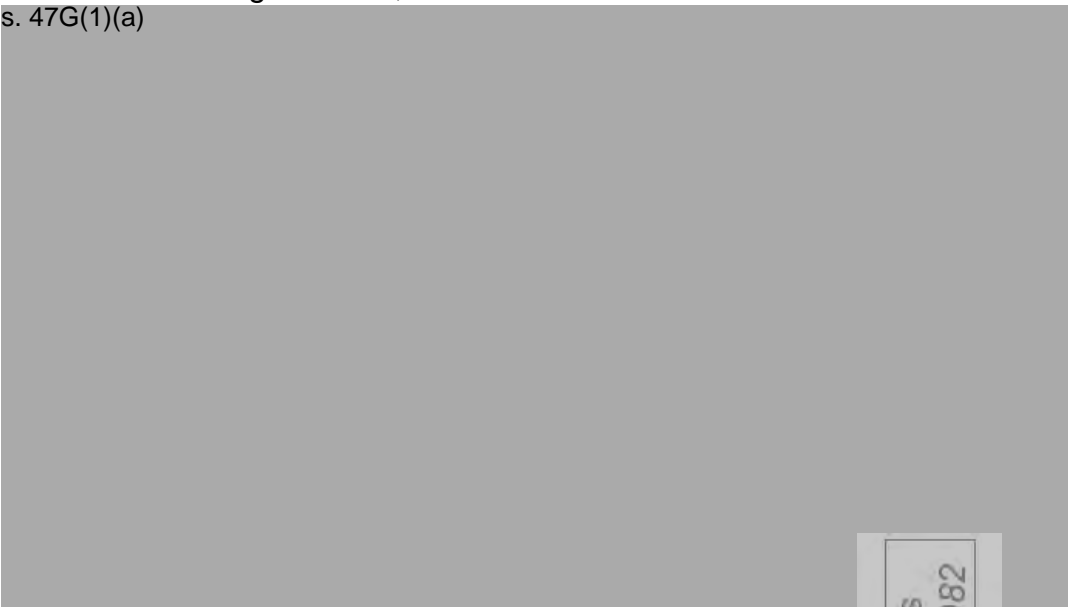
s. 22(1)(a)(ii)



Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)



- What is the total number of:
- 457 Visa holders:
- Other temporary work or temporary activity visa holders:
- Overseas students:
- Working holiday makers:
- Other:

s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Labour market testing

Was Labour Market Testing required for this position?

Yes

When did Labour Market Testing commence? **01 Jan 2018**

Length of Labour Market Testing: **Ongoing**

Provide the details of any advertisements for the position

Details of position advertisement

Describe where and how the applicant's business advertised the position: **COMPANY WEBSITE - CAREERS PORTAL**
<http://ffgl.com.au/careers/>

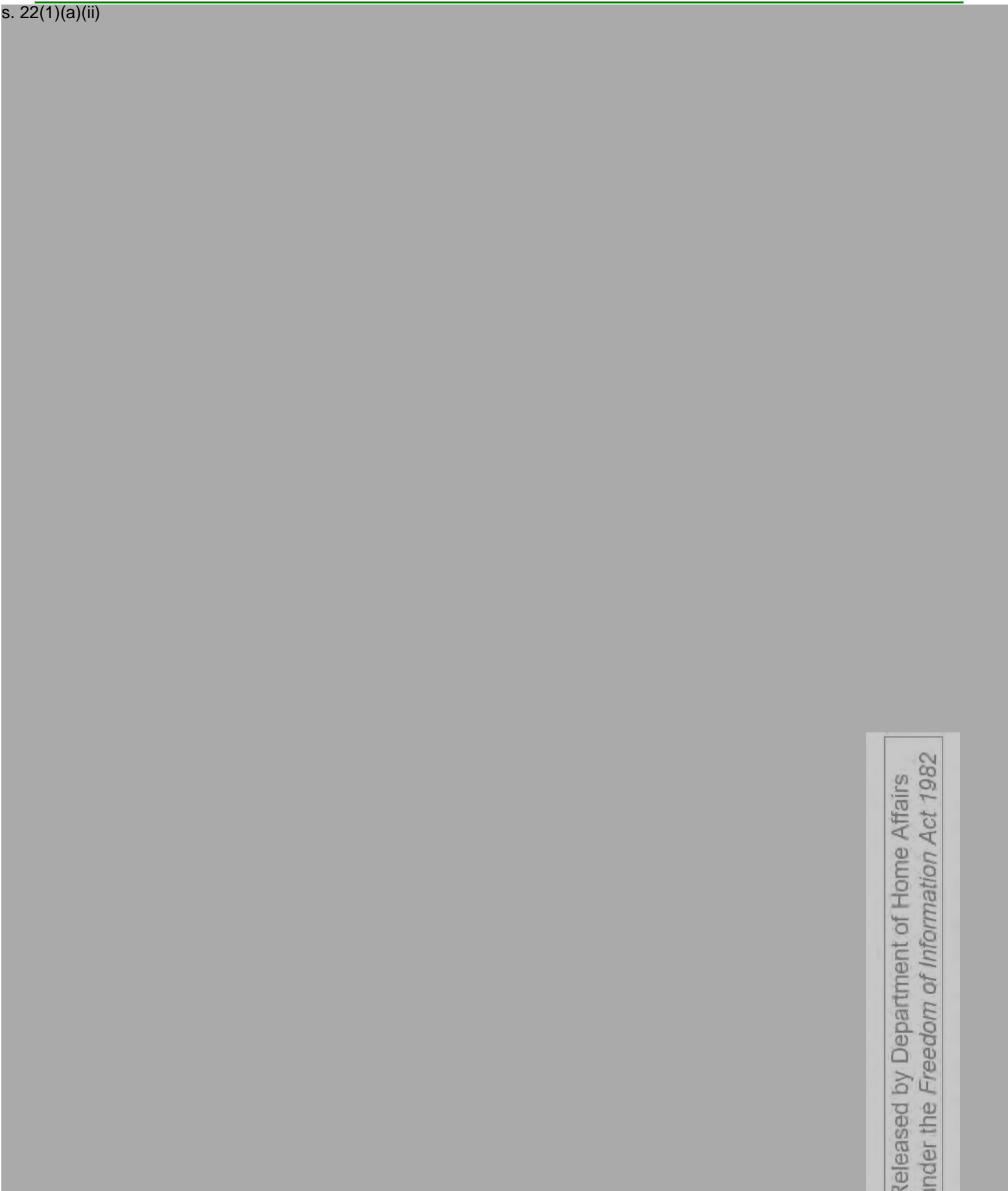
When was the advertisement published? **01 Jan 2018**

How long was the advertisement published for? **on going**

Was there a cost associated with advertising the position?

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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)


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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)



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Australian Government

**Department of Immigration
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Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

**Record of
Responses**

s. 22(1)(a)(ii)


Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **312512**

Occupation name (ANZSCO) **Mechanical Engineering Technician**

Job title: **PRODUCTION TECHNICIAN**

s. 22(1)(a)(ii)

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under the Freedom of Information Act 1982

s. 22(1)(a)(ii)

Address where nominated person will be employed

Business name at this location: **FREEDOM FOODS SHEPPARTON**

Business web site / URL: **WWW.pactum.com.au/dairy**

Country: **AUSTRALIA**

Address: **1/102 DOOKIE ROAD**

Suburb / Town: **SHEPPARTON**

State / Territory: **Victoria**

Postcode: **3630**

s. 22(1)(a)(ii)

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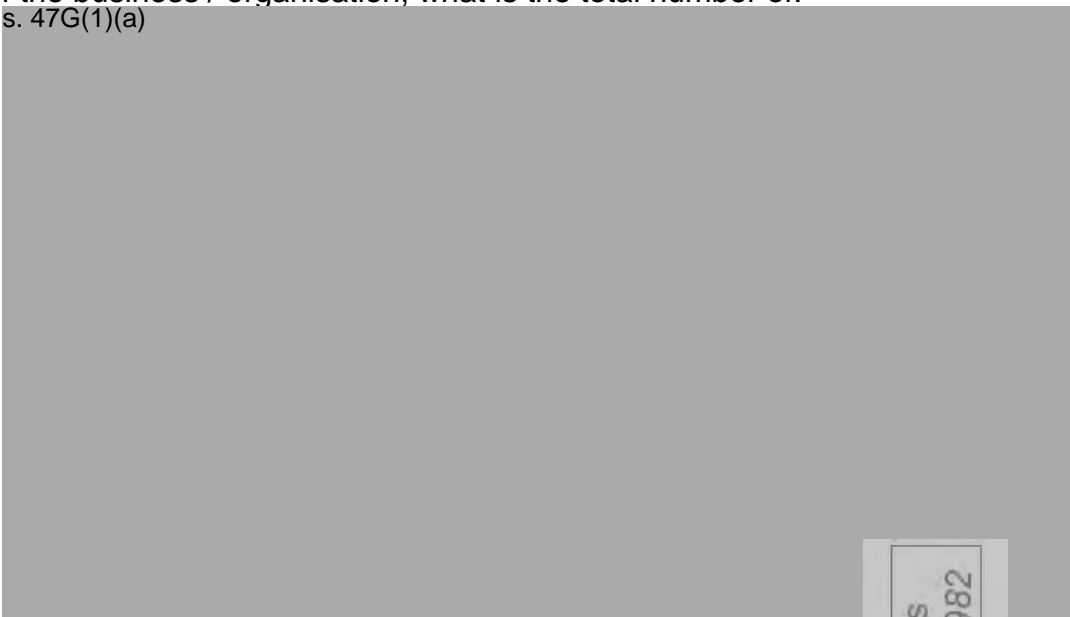
s. 22(1)(a)(ii)



Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)



- What is the total number of:
- 457 Visa holders:
- Other temporary work or temporary activity visa holders:
- Overseas students:
- Working holiday makers:
- Other:

s. 22(1)(a)(ii)



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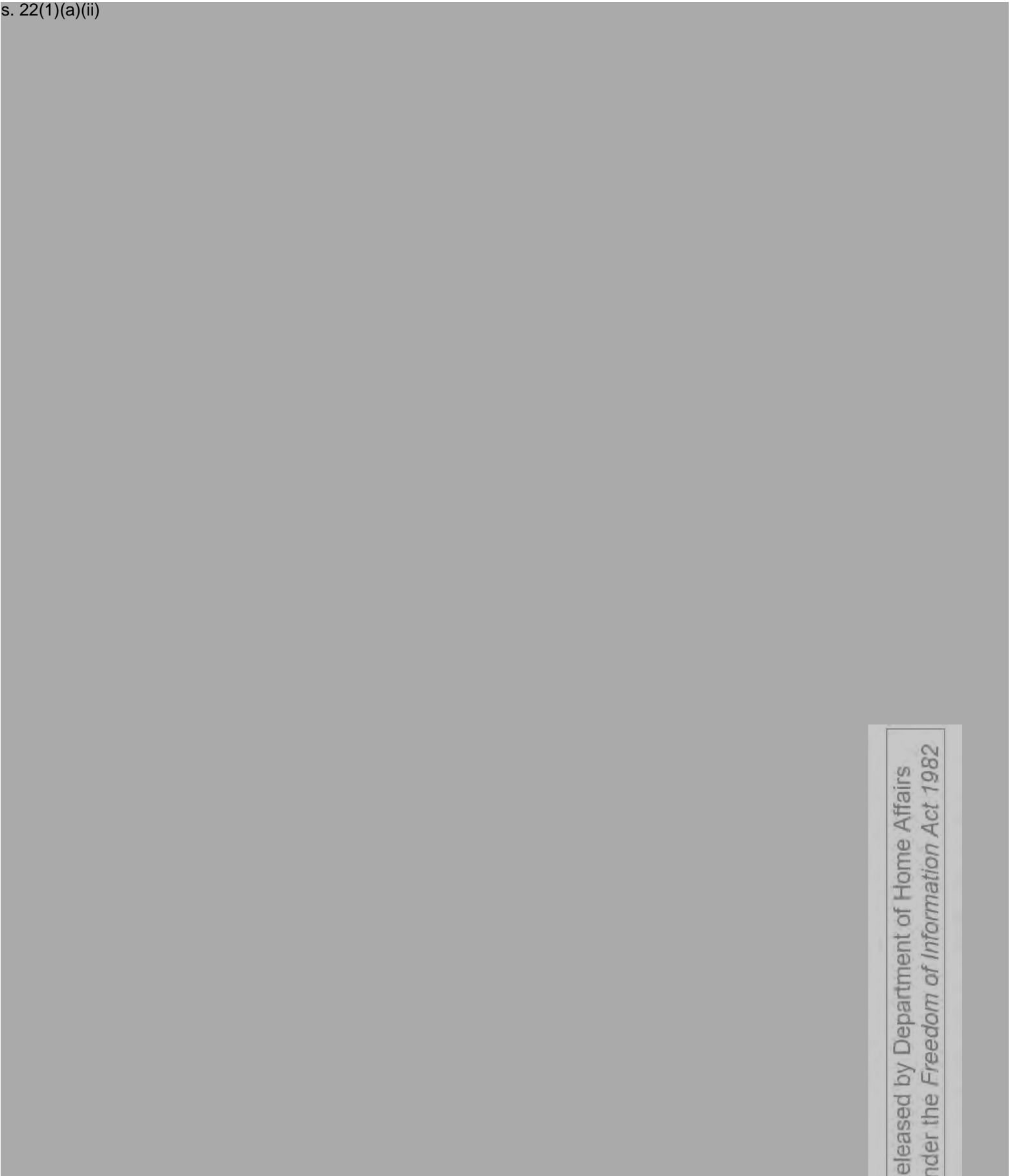
s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)




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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



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Department of Immigration
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Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

Record of
Responses

s. 22(1)(a)(ii)

Sponsor details

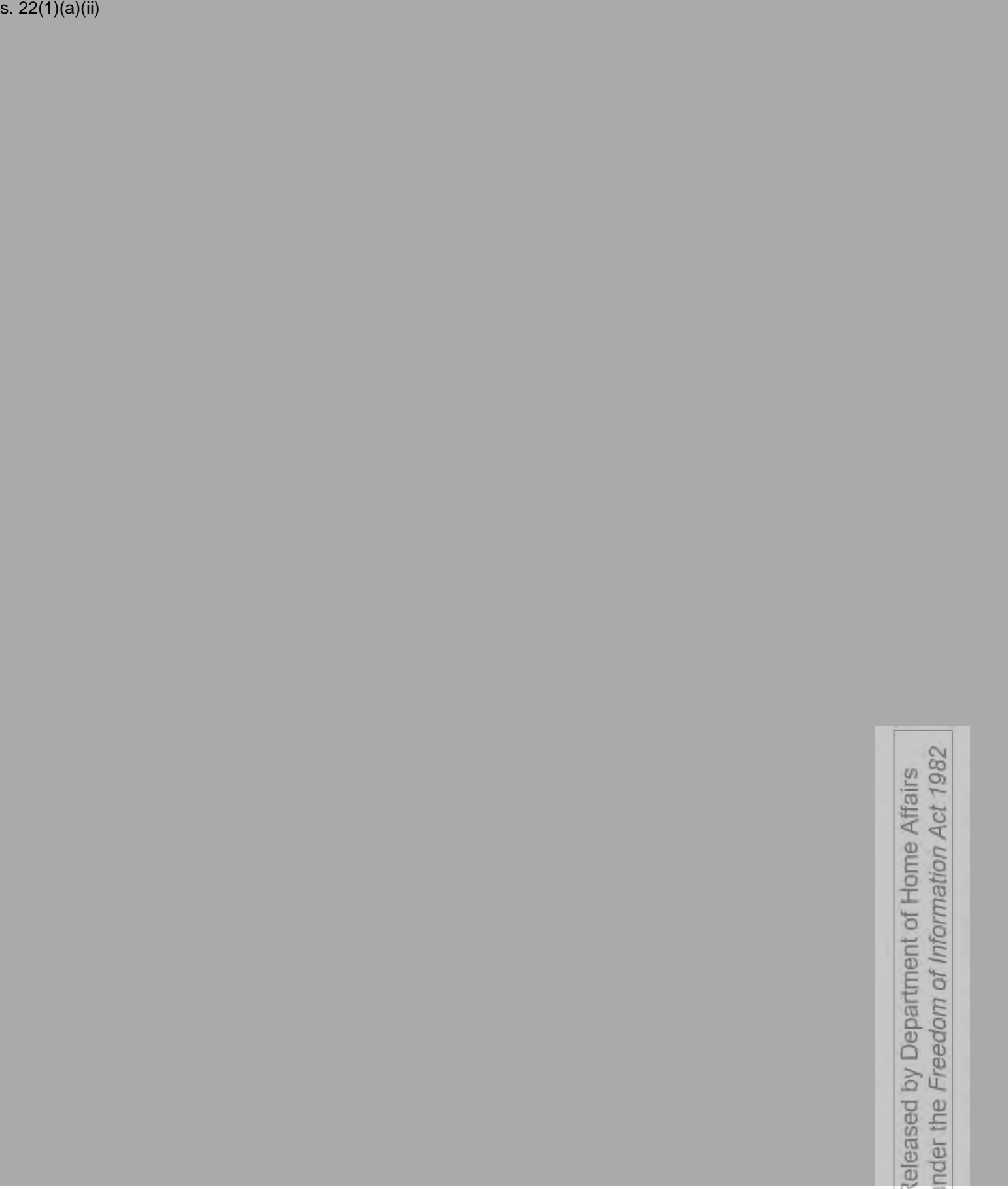
Legal registered name: **FREEDOM FOOD GROUP LIMITED**

Annual turnover

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **312512**

Occupation name (ANZSCO) **Mechanical Engineering Technician**

Job title: **PRODUCTION TECHNICIAN**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

Address where nominated person will be employed

Business name at this location: **FREEDOM FOODS SHEPPARTON**

Business web site / URL: **WWW.pactum.com.au/dairy**

Country: **AUSTRALIA**

Address: **1/102 DOOKIE ROAD**

Suburb / Town: **SHEPPARTON**

State / Territory: **Victoria**

Postcode: **3630**

Hours per week at this location: **38**

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s. 22(1)(a)(ii)



Terms and conditions of nominated position

Workforce details

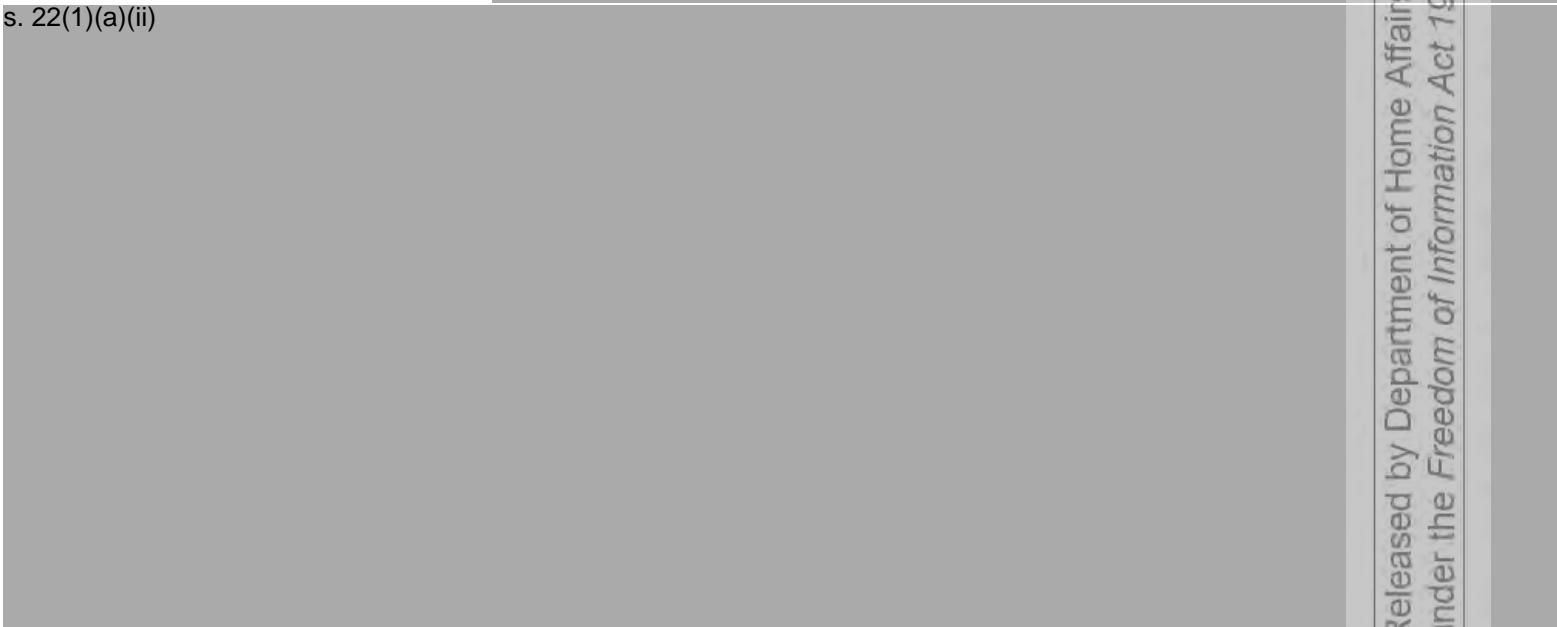
Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)



- What is the total number of:
- 457 Visa holders:
- Other temporary work or temporary activity visa holders:
- Overseas students:
- Working holiday makers:
- Other:

s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Labour market testing

Was Labour Market Testing required for this position?

Yes

When did Labour Market Testing commence? **01 Jan 2018**

Length of Labour Market Testing: **Ongoing**

Provide the details of any advertisements for the position

Details of position advertisement

Describe where and how the applicant's business advertised the position: **COMPANY WEBSITE - CAREERS PORTAL**
<http://ffgl.com.au/careers/>

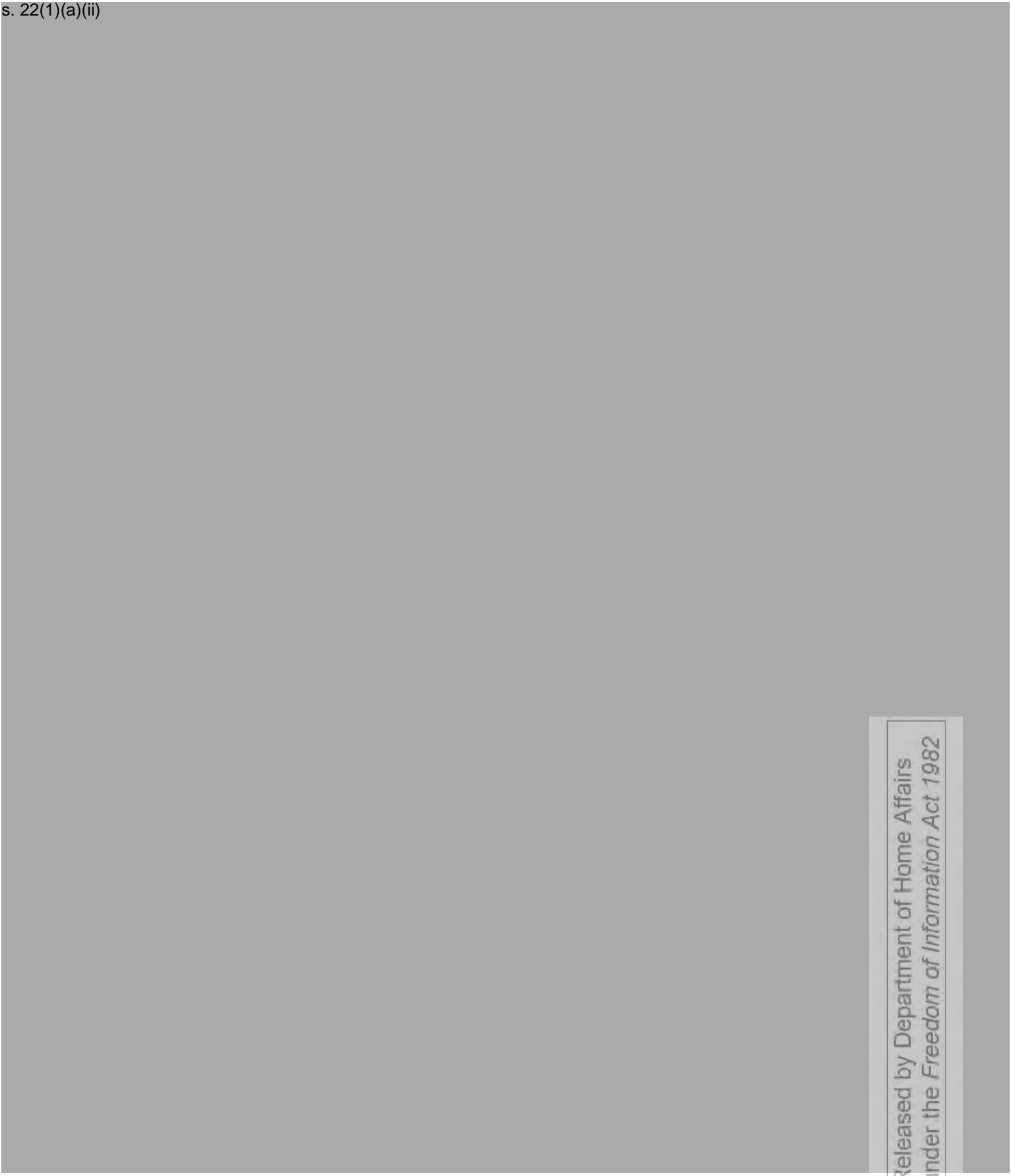
When was the advertisement published? **01 Jan 2018**

How long was the advertisement published for? **on going**

Was there a cost associated with advertising the position?

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s. 22(1)(a)(ii)


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s. 22(1)(a)(ii)



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Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

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Responses**

Terms and Conditions

s. 22(1)(a)(ii)


Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

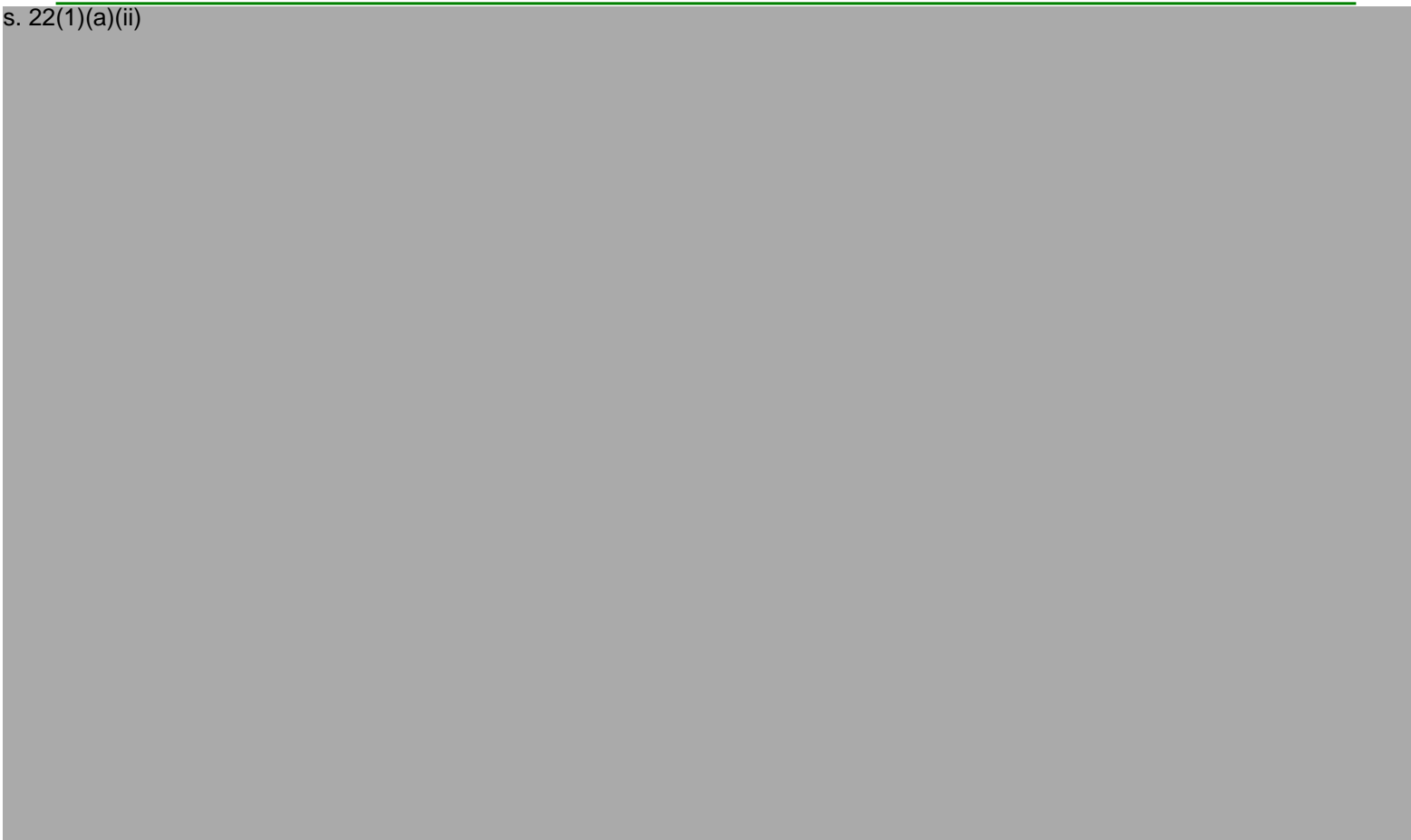
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s. 22(1)(a)(ii)



Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **233512**
Occupation name (ANZSCO) **Mechanical Engineer**
Job title: **PRODUCTION TECHNICIAN**

s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Address where nominated person will be employed

Business name at this location: **FREEDOM FOODS SHEPPARTON**

Business web site / URL: **WWW.pactum.com.au/dairy**

Country: **AUSTRALIA**

Address: **1/102 DOOKIE ROAD**

Suburb / Town: **SHEPPARTON**

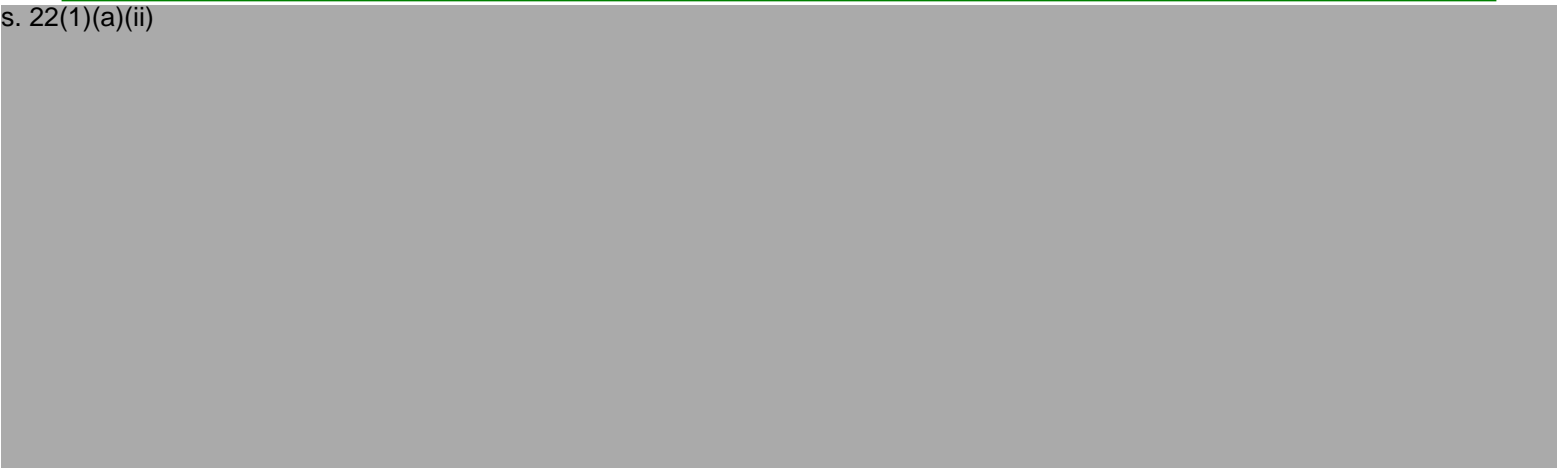
State / Territory: **Victoria**

Postcode: **3630**

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s. 22(1)(a)(ii)

s. 22(1)(a)(ii)



Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)



- What is the total number of:
- 457 Visa holders:
- Other temporary work or temporary activity visa holders:
- Overseas students:
- Working holiday makers:
- Other:

s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)



Labour market testing

Was Labour Market Testing required for this position?

Yes

When did Labour Market Testing commence? **01 Jan 2018**

Length of Labour Market Testing: **Ongoing**

Provide the details of any advertisements for the position

Details of position advertisement

Describe where and how the applicant's business advertised the position: **COMPANY WEBSITE - CAREERS PORTAL**
<http://ffgl.com.au/careers/>

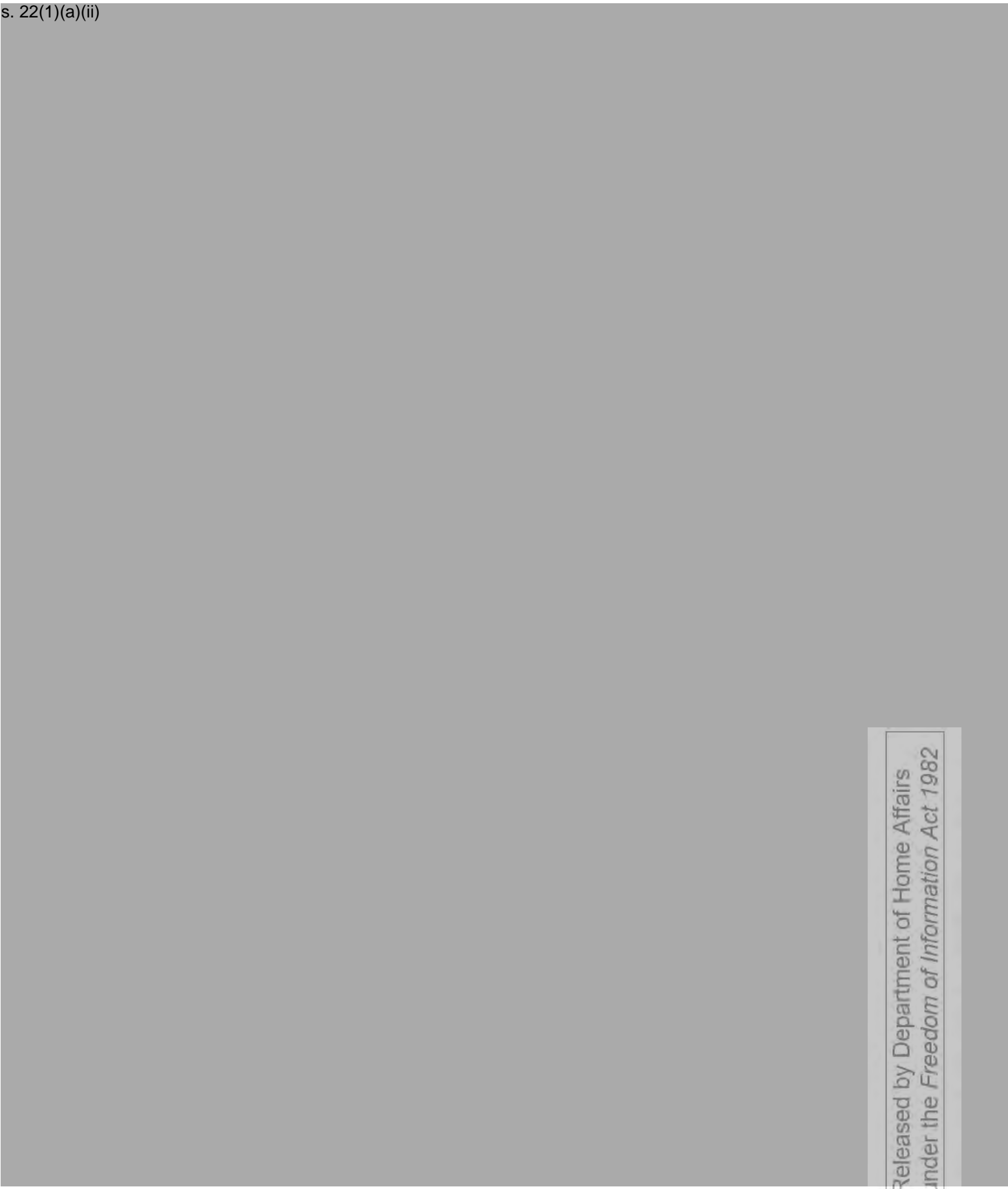
When was the advertisement published? **01 Jan 2018**

How long was the advertisement published for? **on going**

Was there a cost associated with advertising the position?

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s. 22(1)(a)(ii)



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under the Freedom of Information Act 1982

s. 22(1)(a)(ii)

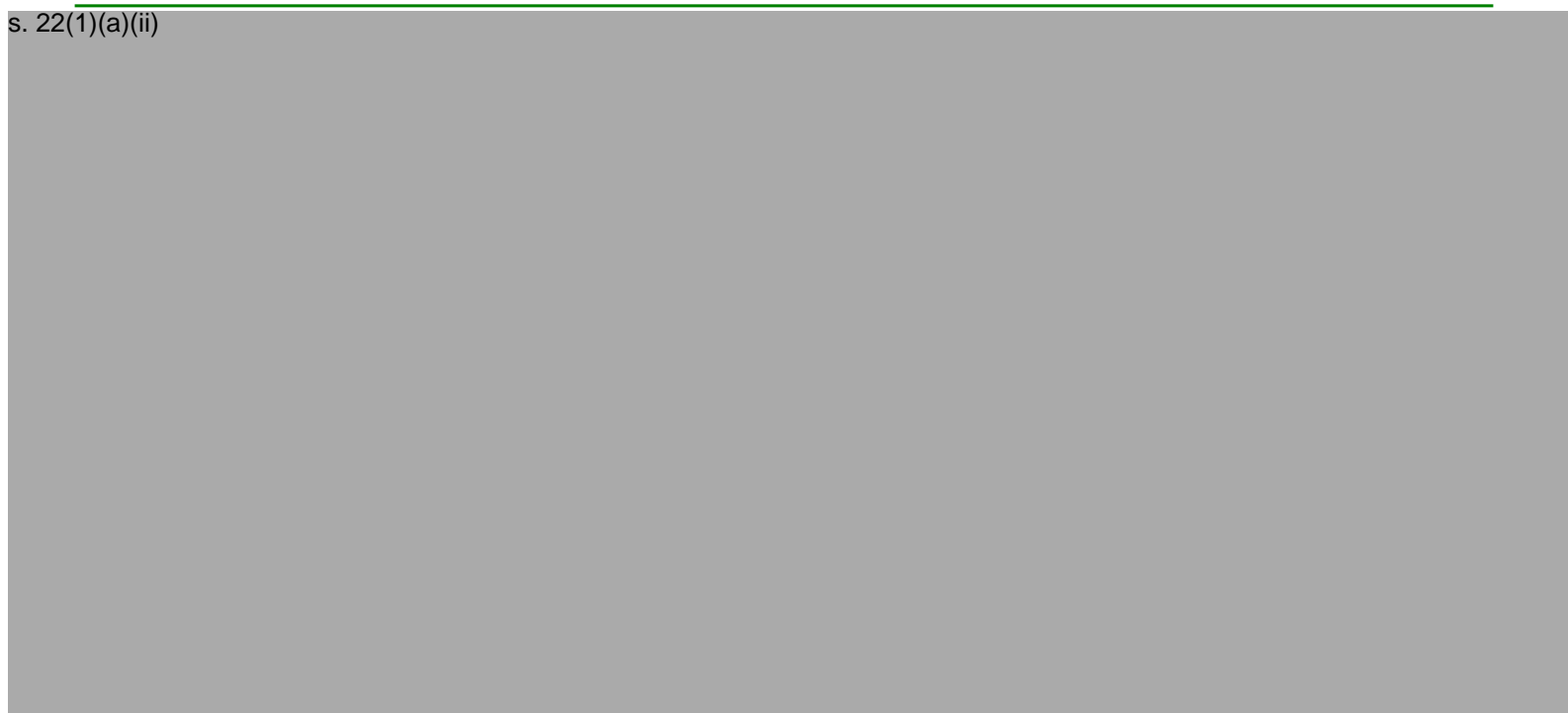
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Australian Government

**Department of Immigration
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Department of Immigration and Border Protection
Nomination for a Temporary Business Entry visa

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Responses**

s. 22(1)(a)(ii)

Sponsor details

Legal registered name: **FREEDOM FOOD GROUP LIMITED**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)



Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **233512**
Occupation name (ANZSCO) **Mechanical Engineer**
Job title: **PRODUCTION TECHNICIAN**

s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)

Details about where nominated person will be working

Provide details for all business locations where the nominee will be working.

Address where nominated person will be employed

Business name at this location:	FREEDOM FOODS SHEPPARTON
Business web site / URL:	WWW.pactum.com.au/dairy
Country:	AUSTRALIA
Address:	1/102 DOOKIE ROAD
Suburb / Town:	SHEPPARTON
State / Territory:	Victoria
Postcode:	3630

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

Australian employees
(including Australian citizens
and permanent residents)

Foreign employees (i.e. non-
Australian citizens or non-
permanent residents)

What is the total number of:

457 Visa holders:

Other temporary work or
temporary activity visa
holders:

Overseas students:

Working holiday makers:

Other:

s. 47G(1)(a)

s. 47G(1)(a)

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under the Freedom of Information Act 1982

s. 22(1)(a)(ii)

Labour market testing

Was Labour Market Testing required for this position?

Yes

When did Labour Market Testing commence? **01 Jan 2018**

Length of Labour Market Testing: **Ongoing**

Provide the details of any advertisements for the position

Details of position advertisement

Describe where and how the applicant's business advertised the position: **COMPANY WEBSITE - CAREERS PORTAL**
<http://ffgl.com.au/careers/>

When was the advertisement published? **01 Jan 2018**

How long was the advertisement published for? **on going**

Was there a cost associated with advertising the position?

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s. 22(1)(a)(ii)

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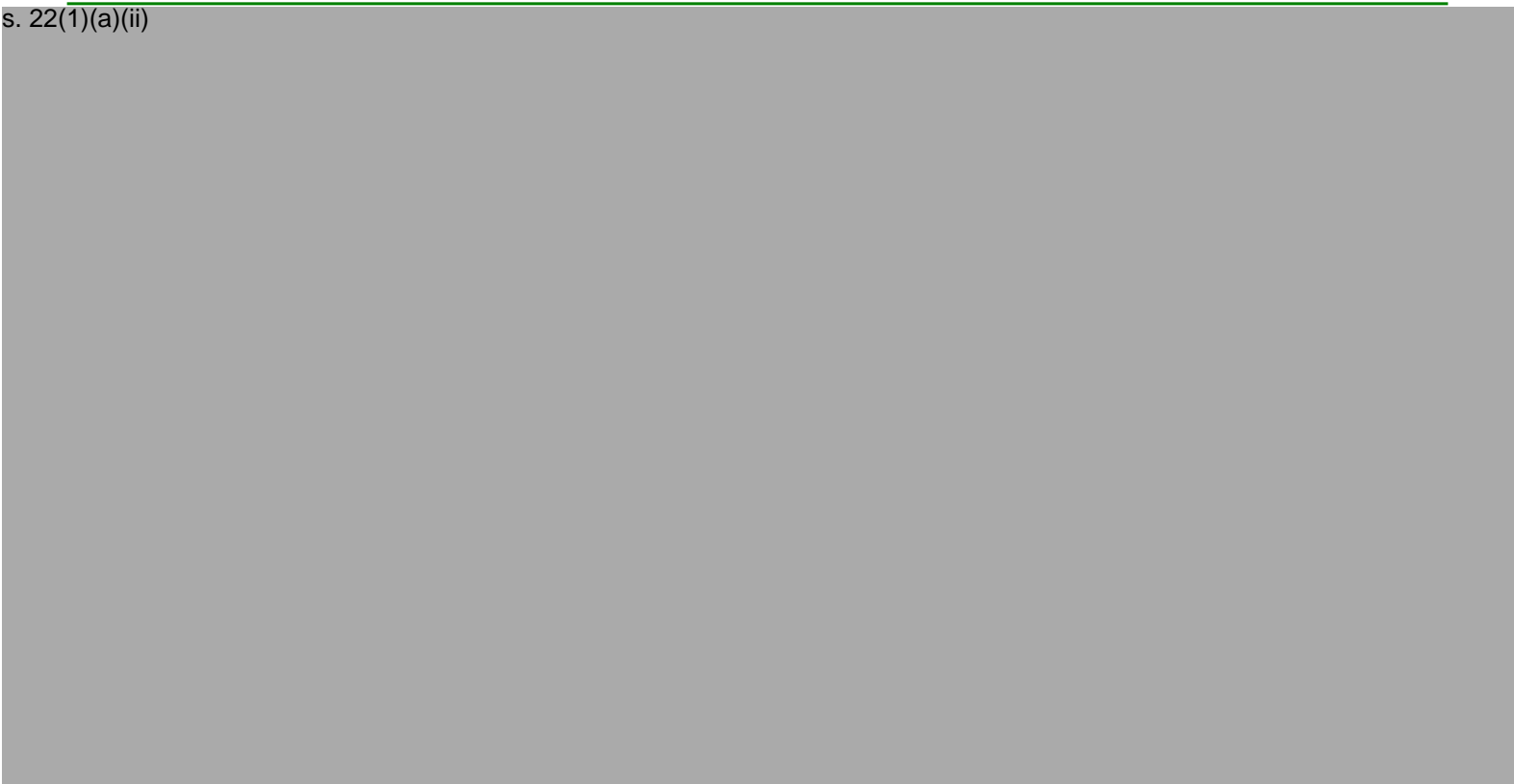
s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

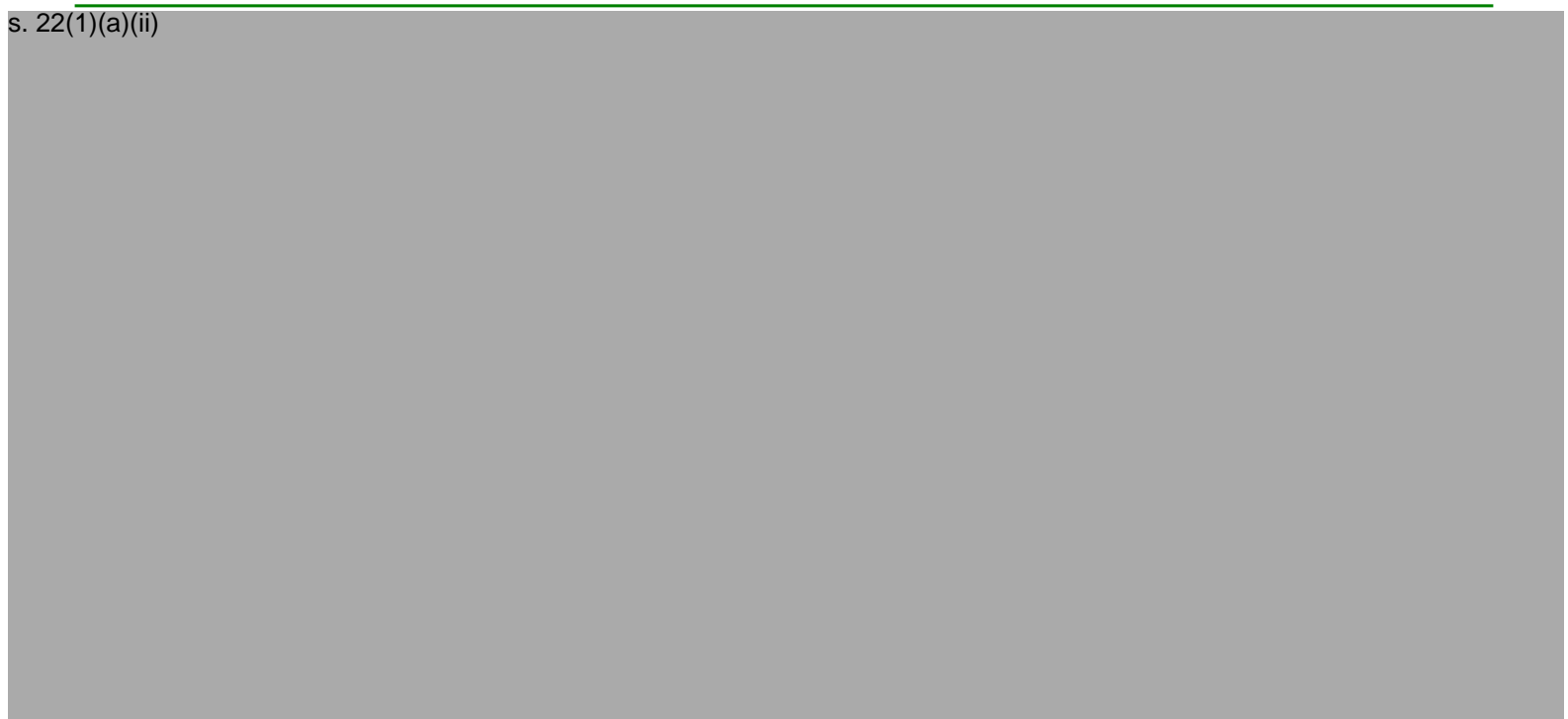
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Nomination for a Temporary Business Entry visa

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Responses**

s. 22(1)(a)(ii)

Sponsor details

Legal registered name: **FREEDOM FOODS GROUP LIMITED**

s. 22(1)(a)(ii)

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s. 22(1)(a)(ii)

Nominated position details

Position details

The occupation selected must be eligible for the subclass 457 programme. Check the list of approved occupations before selection.

Occupation code (ANZSCO) **233512**

Occupation name (ANZSCO) **Mechanical Engineer**

Job title: **PRODUCTION TECHNICIAN**

s. 22(1)(a)(ii)

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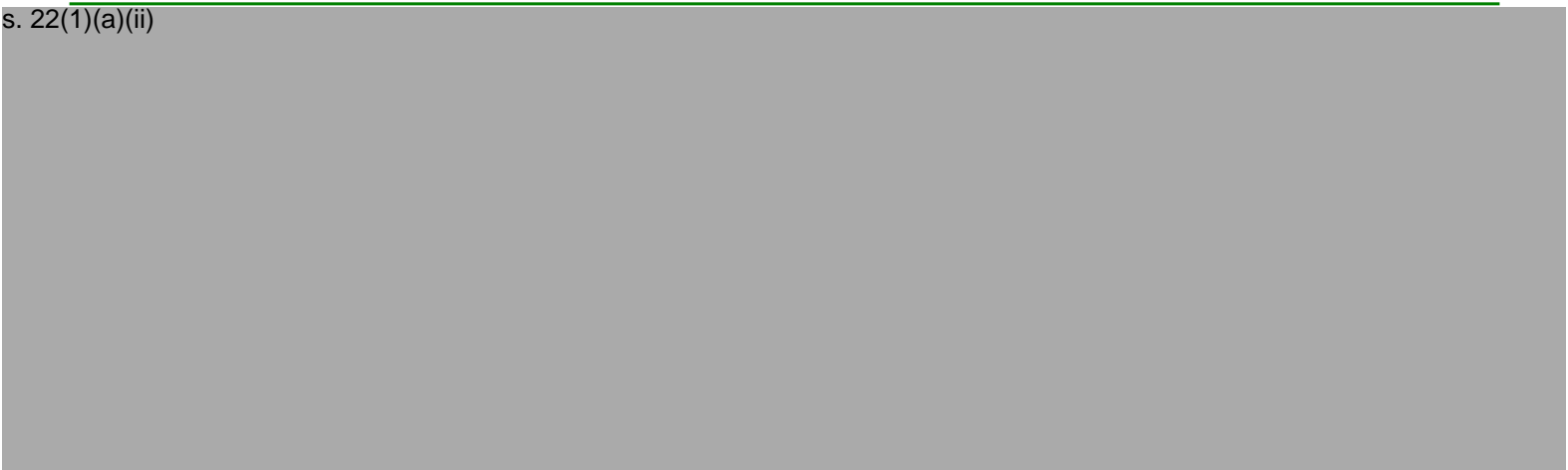
s. 22(1)(a)(ii)

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Address where nominated person will be employed

Business name at this location: **FREEDOM FOODS SHEPPARTON**
Business web site / URL: **WWW.pactum.com.au/dairy**
Country: **AUSTRALIA**
Address: **1/102 DOOKIE ROAD**
Suburb / Town: **SHEPPARTON**
State / Territory: **Victoria**
Postcode: **3630**
Hours per week at this location: **38**

s. 22(1)(a)(ii)



Workforce details

Of the Australian operations of the business / organisation, what is the total number of:

- Australian employees (including Australian citizens and permanent residents)
- Foreign employees (i.e. non-Australian citizens or non-permanent residents)



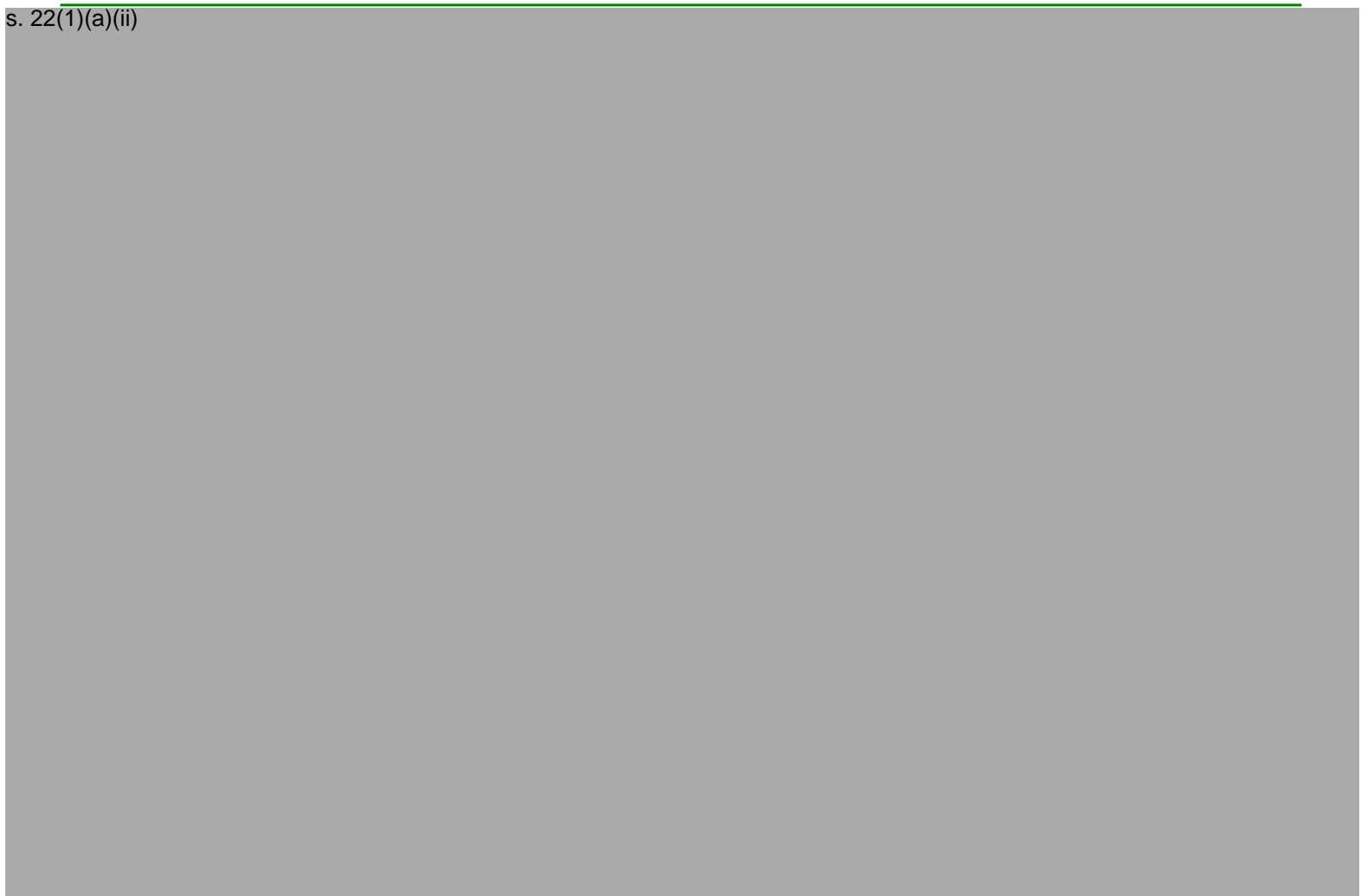
- What is the total number of:
- 457 Visa holders:
- Other temporary work or temporary activity visa holders:
- Overseas students:
- Working holiday makers:
- Other:

s. 22(1)(a)(ii)



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s. 22(1)(a)(ii)



Labour market testing

Was Labour Market Testing required for this position?

Yes

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Length of Labour Market Testing: **Ongoing**

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