



Australian Government
Department of Home Affairs

Submission

For decision
PDMS Ref. Number MS21-000156
Date of Clearance: 03/02/2021

To Minister for Immigration, Citizenship, Migrant Services and
Multicultural Affairs

Subject Execute year two variations to the Goldfields Region Designated Area
Migration Agreement (DAMA)

Timing At your convenience.

Recommendations

That you:

1. note that the Goldfields Region DAMA has been updated to reflect Minister Tudge's decisions of 20 November 2020; and **noted** / please discuss
2. note that the City of Kalgoorlie-Boulder Council signed the updated agreement on 15 January 2021; and **noted** / please discuss
3. sign the Deed of Variation at **Attachment A** to give effect to the changes. **signed** / please discuss

Minister for Immigration, Citizenship, Migrant Services and
Multicultural Affairs

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

Signature

Date **22/2**/2021

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

Minister's Comments				
Rejected Yes/No	Timely Yes/No	Relevance <input type="checkbox"/> Highly relevant <input type="checkbox"/> Significantly relevant <input type="checkbox"/> Not relevant	Length <input type="checkbox"/> Too long <input type="checkbox"/> Right length <input type="checkbox"/> Too brief	Quality Poor 1.....2.....3.....4.....5 Excellent Comments:

Key Issues

1. On 13 February 2020, the City of Kalgoorlie-Boulder Council requested a number of changes to the Goldfields Region DAMA as part of the annual review process.
2. On 20 November 2020, the then Acting Minister for Immigration, Citizenship, Migrant Services and Multicultural Affairs, the Hon Alan Tudge MP, made his decisions in relation to the Council's request (MS20-000426 refers).
3. Minister Tudge's decisions have been reflected in a Deed of Variation, which was signed by the City of Kalgoorlie-Boulder Council on 15 January 2021 (**Attachment A**).
4. In order to give effect to the agreed changes, the Deed of Variation must be signed by both parties (executed).

Background

5. The Goldfields Region DAMA is given effect through a Deed of Agreement which reflects the agreed terms and concessions and, where applicable, aligns with the requirements of the Migration Act and Regulations.
6. The Goldfields Region DAMA was executed on 21 March 2019 and remains in effect for five years (expiring March 2024), with an annual review process in place to assess and potentially vary the terms, concessions, approved occupations and nomination ceilings.
7. The City of Kalgoorlie-Boulder Council performs the role of Designated Area Representative (DAR) in relation to the Goldfields Region DAMA. The DAR submitted its Annual Review and request for a Deed of Variation on 13 February 2020.
8. The Department of Home Affairs' (the Department) assessment of the City of Kalgoorlie-Boulder Council's request for a Deed of Variation was delayed due to the impact of the coronavirus pandemic (COVID-19), including the requirement for a COVID-19 impact statement from the Council in support of its request.

OFFICIAL: Sensitive

9. On 20 November 2020, Minister Tudge agreed to a number of the DAR's requested changes, but did not agree to include 35 new occupations in the Goldfields Region DAMA, and removed 10 existing occupations from the DAMA (See MS20-000426).
10. The City of Kalgoorlie-Boulder Council has expressed its disappointment with the removal of 10 existing occupations from the DAMA, and the Council has indicated its intention to seek to have these occupations reinstated when their second Annual Review and Request for a Deed of Variation is submitted in early 2021.
11. Minister Tudge's decisions have been reflected in the Deed of Variation at **Attachment A** and is now provided to you for execution.

Consultation – internal/external

12. N/A.

Consultation – Secretary

13. The Secretary was not consulted on the approach in the submission.

Client service implications

14. The DAMA, as in force immediately before the commencement of the Deed of Variation, continues to apply to any labour agreement and associated nominations or visa applications lodged on or before the commencement of the Deed.

Sensitivities

15. The decision to remove or not approve a cumulative total of 45 occupations (predominantly in the Accommodation and Food Services industry) from the Goldfields Region DAMA may attract media attention and criticism.
16. DAMAs may attract media attention focused on taking employment opportunities away from Australians, particularly at present given the impact of the COVID-19 pandemic on the Australian labour market. Commentary around access to low and semi-skilled occupations, concessions to standard visa requirements, and permanent residence may also draw media attention.
17. These risks are mitigated through specific the requirements of a DAMA and the legislative framework for visas granted under these arrangements, including:
 - annual ceilings - limiting the number of nominations per year;
 - evidence of labour market testing and demonstrated efforts to recruit Australians;
 - demonstrated capacity to support settlement of overseas workers;
 - employer support and awareness raising;
 - robust employer endorsement processes and governance arrangements, including annual reporting and ongoing engagement with the Department; and
 - sponsors and workers are subject to the same character and integrity requirements and obligations as the standard visa program and, in addition to workplace relation laws, employer sanctions under the *Migration Act 1958*.

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18. In accordance with our long standing practices, should you wish for unclassified media lines to be prepared in relation to this issue please contact the Home Affairs Media Coordination team – media@homeaffairs.gov.au.

Financial/systems/legislation/deregulation/media implications

19. There are no financial, systems, legislation, deregulation or media implications.

Attachments

Attachment A Goldfields Region DAMA Deed of Variation

Authorising Officer
Cleared by:
Anna Lutz Assistant Secretary Skilled and Family Visa Program Branch
Date: 03/02/2021 Ph: 02 s. 22(1)(a)(ii) Mob: s. 22(1)(a)(ii)

Contact Officer Anna Lutz, Assistant Secretary, Skilled and Family Visa Program Branch, s. 22(1)(a)(ii)

CC Minister for Home Affairs
Secretary
Deputy Secretary Immigration and Settlement Services Group
FAS Immigration Programs Division
FAS Immigration and Community Protection Policy Division



Australian Government
Department of Home Affairs

DEED OF VARIATION No. 1

BETWEEN

COMMONWEALTH OF AUSTRALIA as represented by the
Department of Home Affairs
(the Commonwealth)

AND

The Goldfields Region, Western Australia as represented by
The City of Kalgoorlie-Boulder Council
(the Designated Area Representative)

DEED OF VARIATION

This Deed is made on xx January 2021

Between

THE COMMONWEALTH OF AUSTRALIA, represented by the **Department of Home Affairs**, of 6 Chan St., Belconnen, ACT 2617 and ABN 33 380 054 835 (the **Commonwealth**)

and

The City of Kalgoorlie-Boulder Council (the **Designated Area Representative**).

RECITALS:

- (A) The Commonwealth and the Designated Area Representative entered into a Designated Area Migration Agreement dated 21 March 2019) in relation to the Kalgoorlie-Boulder (Goldfields) agreement (the **DAMA**).
- (B) The Commonwealth and the Designated Area Representative have agreed to vary the DAMA in accordance with this Deed of Variation (No. 1) (the **Deed**).

IT IS AGREED:

1. Defined terms and interpretation

1.1. This Deed is interpreted and adopts the definitions as specified in the DAMA, except where the contrary intention is expressed.

1.2. Headings are for ease of reference only and do not affect interpretation.

2. Variations to the DAMA

2.1. The DAMA is varied as follows:

- (a) At clause 1 – replace the definition of “ENS visa” with the following definition:
“**ENS visa** means the Subclass 186 (Employer Nomination Scheme) visa”.
- (b) At clause 1 – add the following definition of “Jobactive Website”:
“**Jobactive Website**” means the Jobactive website that is owned and maintained by the Department of Education, Skills and Employment and accessible via the internet.
- (c) At clause 1 – replace the definition of “TSS visa” with the following definition:

“TSS visa means the Subclass 482 (Temporary Skill Shortage) visa“.

- (d) At clause 1 – add the definition of “SESR visa“ with the following definition:
“SESR visa means the Subclass 494 (Skilled Employer Sponsored Regional (Provisional)) visa”.
- (e) Delete Schedule 1 – “Particulars” in its entirety and replace with a new Schedule 1 as set out in Annexure A of this Deed; and
- (f) After Schedule 2 – “Objectives of the Designated Area Migration Agreement” insert Schedule 2A and Schedule 2B as set out in Annexure A of this Deed ; and
- (g) Delete Schedule 3 – “Occupations and Maximum Numbers” in its entirety and replace with a new Schedule 3 as set out in Annexure A of this Deed; and
- (h) Delete Schedule 4 – “Occupations not in ANZSCO” in its entirety and replace with a new Schedule 4 as set out in Annexure A of this Deed; and
- (i) Delete Schedule 5 – “Qualifications and Experience” in its entirety and replace with a new Schedule 5 as set out in Annexure A of this Deed; and
- (j) Delete Schedule 6 – “Concession to the TSMIT” in its entirety and replace with a new Schedule 6 as set out in Annexure A of this Deed; and
- (k) Delete Schedule 7 – “Concession to English language requirement” in its entirety and replace with a new Schedule 7 as set out in Annexure A of this Deed; and
- (l) Delete Schedule 8 – “Permanent Residence Pathway” in its entirety and replace with a new Schedule 8 as set out in Annexure A of this Deed; and
- (m) Delete Schedule 9a “Attachment A” in its entirety and replace with new Schedule 9a “Attachment A” as set out in Annexure A of this Deed.

3. Commencement, Saving and Transitional

- 3.1 Subject to clauses 3.2 and 3.3, the variations specified in clause 2.1 of this Deed take effect on and from the date on which this Deed is signed by the parties, or if signed on separate days, the date of the last signing.
- 3.2 The DAMA, as in force immediately before the commencement of this Deed, continues to apply to any applicable Labour Agreements and associated nominations or visa applications lodged on or before the commencement of this Deed.
- 3.3 Except as specified in clauses 2 and 3 of this Deed, the terms and conditions of the DAMA remain unaltered.

4 Miscellaneous

- 4.1 Each party must promptly execute all documents and do all things that another party from time to time reasonably requests to give effect to this Deed and all transactions incidental to it.

4.2 Each party must pay its own costs in relation to negotiating, finalising and executing this Deed and in relation to effecting any other document or thing required to give effect to this Deed.

4.3 This Deed may be executed in counterparts. All executed counterparts constitute one document.

4.4 This Deed is to be construed in accordance with, and governed by, the laws of the Australian Capital Territory.

Annexures:

1. Annexure A – new Schedules 1, 2A, 2B, 3, 4, 5, 6, 7, 8, and 9a of the DAMA

Item 4

Commencement and period

Effective Date: The date on which this Agreement is signed by the parties, or if signed on separate days, the date of the last signing.

Cease Date: Five years from the Effective Date of 21 March 2019.

SCHEDULE 2A DAMA LABOUR MARKET TESTING (LMT) REQUIREMENTS

A Third Party seeking to nominate an Overseas Workers under a Labour Agreement in accordance with this DAMA is required to provide evidence that they cannot find a suitable Australian worker. Before an overseas worker can be nominated, a Third Party must test the local labour market by advertising the vacant position in Australia. In accordance with the Migration Legislation, evidence of LMT is required when applying for a Labour Agreement and at the nomination stage.

LMT requirements includes the duration, content and eligible mediums of advertising. A Third Party must provide copies of advertisements that meet the Department of Home Affairs' LMT requirements, including that the nominated position **must** be advertised on the Department of Education, Skills and Employment's Jobactive Website.

As the LMT requirements are specified in the Migration Legislation, they are not flexible or negotiable. A Third Party will not be able to enter into a Labour Agreement in accordance with this DAMA if the LMT are not met.

SCHEDULE 2B**COVID-19 (NOVEL CORONAVIRUS)**

The Australian Government is committed to protecting the health of the Australian community in response to the COVID-19 virus. On 19 March 2020, the Prime Minister announced that Australia would close its borders to all non-citizens and non-residents from 9pm AEDT Friday, 20 March 2020. These border closures are required to slow the spread of COVID-19, to protect the Australian Community and save lives.

Skilled Overseas Workers who obtain a visa through a nomination in accordance with an applicable labour agreement under the DAMA are subject to the same consideration as other visa holders in relation to the border closures and as such their entry would also be weighed against possible risk to the health and safety of the Australian community or part thereof.

SCHEDULE 3**OCCUPATIONS AND MAXIMUM NUMBERS****Item 3.1 Maximum number of approved nominations**

Year 1	500 approved nominations for subclass TSS visas.
Year 2	500 approved nominations for subclass TSS, SESR or ENS visas.
Year 3	to be advised following annual review
Year 4	to be advised following annual review
Year 5	to be advised following annual review

The following occupations are approved under this Agreement.

Table 1: Kalgoorlie-Boulder (Goldfields) DAMA Occupations List

ANZSCO or 6 Digit Code	Occupation	ANZSCO Skill Level
221111	Accountant (General)	1
423111	Aged or disabled carer	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
234112	Agricultural Scientist	1
070499	Asphalt Technician	3
321111	Automotive Electrician	3
121312	Beef Cattle Farmer	1
331212	Carpenter	3
331211	Carpenter and Joiner	3
351311	Chef	2
233111	Chemical Engineer	1
399211	Chemical Plant Operator	3
234211	Chemist (Industrial)	1
311411	Chemistry Technician	2
111111	Chief Executive or Managing Director	1
134111	Child Care Centre Manager	1
421111	Child Care Worker	3
233211	Civil Engineer	1
312211	Civil Engineering Draftsperson	2
312212	Civil Engineering Technician	2
272311	Clinical Psychologist	1
411711	Community Worker	2
712914	Concrete Batching Plant Operators	4
149212	Customer Service Manager	2
423211	Dental Assistant	4
252312	Dentist	1
321212	Diesel Motor Mechanic	3
411712	Disabilities Services Officer	2

ANZSCO or 6 Digit Code	Occupation	ANZSCO Skill Level
712211	Driller	4
821912	Driller's Assistant	5
241111	Early Childhood (Pre-primary School) Teacher	1
311412	Earth Science Technician	2
233311	Electrical Engineer	1
312312	Electrical Engineers Technician	2
341111	Electrician (General)	3
341112	Electrician (Special Class)	3
342315	Electronic Instrument Trades Worker (Special Class) [Precision Farming Specialist]	3
253912	Emergency Medicine Specialist	1
441211	Emergency Service Worker	3
133211	Engineering Manager	1
233914	Engineering Technologist	1
234312	Environmental Consultant	1
251311	Environmental Health Officer	1
421112	Family Day Care Educator	4
411713	Family Support Worker	2
222311	Financial Investment Advisor (Financial Planner)	1
149112	Fitness Centre Manager	2
323211	Fitter (General)	3
323212	Fitter and Turner	3
323213	Fitter-Welder	3
253111	General Medical Practitioner	1
234411	Geologist	1
234412	Geophysicist	1
233212	Geotechnical Engineer	1
362311	Greenkeeper	3
391111	Hairdresser	3
313112	ICT Customer Support Officer	2
313199	ICT Support Technicians nec	2
711211	Industrial Spray painter	4
139913	Laboratory Manager	1
399513	Light Technician	3
323313	Locksmith	3
221112	Management Accountant	1
133411	Manufacturer	1
831211	Meat Boner and Slicer	4
233512	Mechanical Engineer	1
312512	Mechanical Engineers Technician	2
134211	Medical Administrator	1
253999	Medical Practitioners nec	1
322311	Metal Fabricator	3

ANZSCO or 6 Digit Code	Occupation	ANZSCO Skill Level
323214	Metal Machinist (First Class)	3
312912	Metallurgical or Materials Technician	2
233611	Mining Engineer (excluding Petroleum)	1
121411	Mixed Crop and Livestock Farmer	1
721999	Mobile Plant Operator nec	4
423312	Nursing support worker	4
251312	Occupational Health and Safety Adviser	1
252411	Occupational Therapist	1
512111	Office Manager (General)	2
251411	Optometrist	1
251912	Orthotist or Prosthetist	1
521111	Personal Assistant	3
423313	Personal Care Assistant	4
252511	Physiotherapist	1
241213	Primary School Teacher	1
070499	Process Technician	4
133512	Production Manager (Manufacturing)	1
233513	Production or Plant Engineer	1
511112	Program or Project Administrator	2
272399	Psychologists nec	1
131114	Public Relations Manager	1
313211	Radio communications Technician	2
223112	Recruitment Consultant	1
251513	Retail Pharmacist	1
721915	Road Roller Operator	4
070499	Rope Access Technician	4
711516	Rubber Production Machine Operator (Belt Splicer)	4
312611	Safety Inspector	2
131112	Sales and Marketing Manager	1
311499	Science Technician	2
241411	Secondary School Teacher	1
361211	Shearer	3
831212	Slaughterer	4
272499	Social Professionals (e.g. Linguist)	1
272511	Social Worker	1
251214	Sonographer	1
070499	Sound and Light Technician	3
399516	Sound Technician	3
253399	Specialist Physicians nec	1
252712	Speech Pathologist	1
452321	Sports Development Officer	3
233214	Structural Engineer	1

ANZSCO or 6 Digit Code	Occupation	ANZSCO Skill Level
133611	Supply and Distribution Manager	1
253511	Surgeon (General)	1
232212	Surveyor (Mine Surveyor)	1
263311	Telecommunications Engineer	1
313212	Telecommunications Field Engineer	2
263312	Telecommunications Network Engineer	1
313213	Telecommunications Network Planner	2
313214	Telecommunications Technical Officer or Technologist	2
232611	Urban and Regional Planner [Town Planner]	1
324211	Vehicle Body Builder	3
322313	Welder (First Class)	3
272613	Welfare Worker	1
411716	Youth Worker	2

Item 3.2 Caveats not to apply

None of the matters specified in an instrument made under sub regulation 2.72(9) of the Migration Regulations, for the purpose of determining whether an occupation applies to a nominee, (called 'caveats' in Departmental policy instructions) applies to any occupation specified in this Agreement.

Annexure A

Schedule 1

Particulars

Item 1

Commonwealth Particulars

Name: Department of Home Affairs

Address: 6 Chan Street, Belconnen ACT 2617

Telephone Number: (02) 6264 1927

Email address: labour.agreement.section@homeaffairs.gov.au

Contact Officer: Director, Employer Sponsored Program Management Section

Item 2

Designated Area Representative Particulars

Name: The City of Kalgoorlie-Boulder

Business Address: 577 Hannan Street
Kalgoorlie, WA 6430

Postal Address: PO BOX 2042
Boulder WA 6432

Telephone Number: s. 47F(1)

Email Address: s. 47F(1) @ckb.wa.gov.au

Contact Officer: s. 47F(1)

Item 3

Designated Area

The Designated Area covered by this Agreement: WA Goldfields Region comprising the City of Kalgoorlie-Boulder and adjacent shires of Menzies, Leonora, Coolgardie, Dundas, Esperance as defined by the relevant postcode boundaries below:

- City of Kalgoorlie-Boulder: 6430, 6431 and 6432
- Shire of Menzies: 6436
- Shire of Leonora: 6437 and 6438
- Shire of Coolgardie: 6429 and 6442
- Shire of Dundas: 6443
- Shire of Esperance: 6445, 6446, 6447, 6448, and 6452
- Shire of Ravensthorpe: 6337, 6346, 6348 and 6450.

SCHEDULE 4

OCCUPATIONS NOT IN ANZSCO

The parties agree to the inclusion of the following occupations, not listed in ANZSCO, in this Agreement. For the purposes of nomination application and assessment, the tasks and relevant 6-digit codes for these occupations are outlined below:

1. Occupation: Asphalt Technician (Equivalent to ANZSCO Skill Level 3) 6-digit Code: 070499

Tasks:

- Observe production to ensure that the proper procedures are followed to conform to plans and specifications
- Obtain and/or prepare samples of materials for laboratory testing
- Examine workmanship of installations for conformity to specifications
- Maintain daily log of construction, testing and inspection activities and complete daily reports
- Operating machinery as allocated
- Cleaning and maintenance of machinery as required.

Skills, qualifications and experience: The skills, qualifications and experience for the occupation of Asphalt Technician are as per **Schedule 5** of this Agreement.

2. Occupation: Process Technician (Equivalent to ANZSCO Skill Level 4) 6-digit Code: 070499

Tasks:

- Designing and troubleshooting business processes including starting up and shutting down process
- Maintaining equipment
- Optimising processes
- Diagnosing problems
- Safe operation of the process plant to ensure operation are maintained at the most efficient level in accordance with standard operating procedures
- Liaising with metallurgical and maintenance personnel
- Conducting routine monitoring duties, which includes sampling, inspection and record keeping in the shift logbook
- Reporting on safety, plant performance and raising technical issues with the goal of optimising plant productivity
- Providing additional support to maintenance trades and relief operation as required.

Skills, qualifications and experience: The skills, qualifications and experience for the occupation of Process Technician are as per **Schedule 5** of this Agreement.

3. Occupation: Rope Access Technician (Equivalent to ANZSCO Skill Level 4) 6-digit Code: 070499

Tasks:

- Painting, rendering, rigging, repairing, cleaning and inspecting buildings
- Ensure anchor points are compliant
- Report any defects
- Drilling of anchor holes on drill rigs
- Installing anchors as per design

- Testing of anchors
- Mesh installation
- Grouting as per design
- Rock fall and debris flow barrier installation.

Skills, qualifications and experience: The skills, qualifications and experience for the occupation of Rope Access Technician are as per **Schedule 5** of this Agreement.

4. Occupation: Sound and Light Technician (Equivalent to ANZSCO Skill Level 4) 6-digit Code: 070499

Tasks:

- Perform and coordinate all production, technical and maintenance activities associated with the delivery of the production venue's visual and performing arts program
- Position equipment, such as spotlights, floodlights and cables and operate lights during filming, broadcasting and stage performances
- Set up and adjust equipment such as microphones and operating sound mixing consoles and associated equipment to regulate volume and sound quality
- Deliver high level production expertise, including event set up across a range of diverse events and clients
- Cultivate a customer focused culture and deliver exceptional guest experiences
- Eliminate all hazards in the venue and ensure compliance with Occupation Health and Safety requirements for associated activities
- Coordinate bump in and bump out schedules and all event production aspects within deadlines and in a professional, safe and cost effective manner
- Undertake routine and reactive maintenance including testing and tagging of equipment at the venue
- Supervise and coordinate rostering, training and inductions of technical assistants and volunteers and all casual staff relevant to the position
- Troubleshoot issues and strive for continuous improvement of Venue systems and processes
- Adhere to all policies and procedures, and ensure personal safety at work and that of others
- Other sound and lighting technical accountabilities and responsibilities as directed by the Programming Co-ordinator.

Skills, qualifications and experience: The skills, qualifications and experience for the occupation of Rope Access Technician are as per **Schedule 5** of this Agreement.

SCHEDULE 5 QUALIFICATIONS AND EXPERIENCE

The following skills, qualifications, experience and employment background requirements apply to the occupations listed in the tables below in relation to the TSS, SESR and ENS visas, where applicable. The requirements for Driller's Assistants relate to TSS visas only.

Item 5.1 Specified medical occupations on the combined eligible list of skilled occupations

For the occupations in Table 2 below, which are on the eligible lists of skilled occupations (the Short-term Skilled Occupation List, Medium and Long-term Strategic Skills List or Regional Occupation List), any nomination for these Occupations or any application for a TSS/SESR visa or ENS visa connected with these Occupations must satisfy the skills, qualifications, experience and employment background required under the standard TSS and ENS visa programs.

Table 2: Specified medical occupations on the combined eligible list of skilled occupations

ANZSCO Code	Occupation	ANZSCO Skill Level
272311	Clinical Psychologist	1
252312	Dentist	1
253912	Emergency Medicine Specialist	1
253111	General Medical Practitioner	1
134211	Medical Administrator	1
253999	Medical Practitioners (nec)	1
251312	Occupational Health and Safety Adviser	1
252411	Occupational Therapist	1
251411	Optometrist	1
251912	Orthotists or Prosthetist	1
252511	Physiotherapist	1
272399	Psychologists nec	1
272499	Social Professionals (e.g. Linguist)	1
253399	Specialist Physicians (nec)	1
252712	Speech Pathologist	1
253511	Surgeon (General)	1

Item 5.2 Other occupations on the combined eligible list of skilled occupations

For the occupations in Table 3 below, which are on the eligible lists of skilled occupations (the Short-term Skilled Occupation List, Medium and Long-term Strategic Skills List or Regional Occupation List), any nomination for these occupations or any application for a TSS/SESR visa or ENS visa connected with these occupations must satisfy the skills, qualification and employment background required under the standard TSS and ENS visa programs.

A concession to the work experience requirement is provided whereby visa applicants must have:

- at least one (1) year of full-time work experience (38 hours plus per week) if applying for a TSS or SESR visa.

Work experience can include:

- work undertaken as part-time (equivalent to one year full-time).
- work experience counted towards being skilled (ANZSCO) also counts towards the work experience requirement.
- must be in the nominated occupation, or a related occupation at the same skill level.

Table 3: Other occupations on the combined eligible list of skilled occupations

ANZSCO Code	Occupation	ANZSCO Skill Level
221111	Accountant (General)	1
234112	Agricultural Scientist	1
321111	Automotive Electrician	3
121312	Beef Cattle Farmer	1
331212	Carpenter	3
331211	Carpenter and Joiner	3
351311	Chef	2
233111	Chemical Engineer	1
399211	Chemical Plant Operator	3
234211	Chemist (Industrial)	1
311411	Chemistry Technician	2
111111	Chief Executive or Managing Director	1
134111	Child Care Centre Manager	1
421111	Child Care Worker	3
233211	Civil Engineer	1
312211	Civil Engineering Draftsperson	2
312212	Civil Engineering Technician	2
411711	Community Worker	2
149212	Customer Service Manager	2
321212	Diesel Motor Mechanic	3
411712	Disabilities Services Officer	2
241111	Early Childhood (Pre-primary School) Teacher	1
311412	Earth Science Technician	2
233311	Electrical Engineer	1
312312	Electrical Engineers Technician	2
341111	Electrician (General)	3
341112	Electrician (Special Class)	3
342315	Electronic Instrument Trades Worker (Special Class) [Precision Farming Specialist]	3
441211	Emergency Service Worker	3
133211	Engineers Manager	1
233914	Engineers Technologist	1
234312	Environmental Consultant	1
251311	Environmental Health Officer	1

ANZSCO Code	Occupation	ANZSCO Skill Level
411713	Family Support Worker	2
222311	Financial Investment Advisor (Financial Planner)	1
149112	Fitness Centre Manager	2
323211	Fitter (General)	3
323212	Fitter and Turner	3
323213	Fitter-Welder	3
234411	Geologist	1
234412	Geophysicist	1
233212	Geotechnical Engineer	1
362311	Greenkeeper	3
391111	Hairdresser	3
313112	ICT Customer Support Officer	2
313199	ICT Support Technicians nec	2
139913	Laboratory Manager	1
323313	Locksmith	3
221112	Management Accountant	1
133411	Manufacturer	1
233512	Mechanical Engineer	1
312512	Mechanical Engineers Technician	2
322311	Metal Fabricator	3
323214	Metal Machinist (First Class)	3
312912	Metallurgical or Materials Technician	2
233611	Mining Engineer (excluding Petroleum)	1
121411	Mixed Crop and Livestock Farmer	1
512111	Office Manager (General)	2
241213	Primary School Teacher	1
133512	Production Manager (Manufacturing)	1
233513	Production or Plant Engineer	1
511112	Program or Project Administrator	2
131114	Public Relations Manager	1
313211	Radio communications Technician	2
223112	Recruitment Consultant	1
251513	Retail Pharmacist	1
312611	Safety Inspector	2
131112	Sales and Marketing Manager	1
311499	Science Technician	2
241411	Secondary School Teacher	1
272511	Social Worker	1
251214	Sonographer	1

ANZSCO Code	Occupation	ANZSCO Skill Level
399516	Sound Technician	3
452321	Sports Development Officer	3
233214	Structural Engineer	1
133611	Supply and Distribution Manager	1
232212	Surveyor (Mine Surveyor)	1
263311	Telecommunications Engineer	1
313212	Telecommunications Field Engineer	2
263312	Telecommunications Network Engineer	1
313213	Telecommunications Network Planner	2
313214	Telecommunications Technical Officer or Technologist	2
232611	Urban and Regional Planner [Town Planner]	1
324211	Vehicle Body Builder	3
322313	Welder (First Class)	3
272613	Welfare Worker	1
411716	Youth Worker	2

Item 5.3 Other occupations not on eligible skills lists

For the Occupations which are not on the combined eligible list of skilled occupations, the following skills, qualifications, experience and employment background criteria will be included in the Labour Agreements associated with this Agreement.

Qualifications are to be assessed by the relevant Skills Assessing Authority (as specified in the Labour Agreement) as being at least equivalent to the relevant Australian Qualifications Framework (AQF) qualification detailed for the relevant tables below, in order to assist the Minister's decision as to whether the visa applicant has the necessary qualifications for the position.

The Minister may require a person to demonstrate that he or she has the skills that are necessary to perform the tasks of the nominated occupation by undertaking a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement). Any skills assessment must be certified as being in accordance with the arrangements agreed to with the Commonwealth. A skills assessment is required for applications lodged for the occupations listed in Tables 4 to 8.

Experience must be certified by the DAR as being genuine and relevant to the nominated occupation/position, in order to assist the Minister's decision as to whether the visa applicant has the necessary employment background for the position.

ANZSCO Skill Level 1 - 3 Occupations (not on eligible skills lists)

The occupations outlined in Table 4 must meet the following requirements:

1. If required to do so by the Minister, a visa applicant must undergo a skills assessment by the relevant Skills Assessing Authority (as specified in the Labour Agreement), and
2. Meet the skill level requirements as defined in ANZSCO, and
3. Have at least one year of full-time post qualification work experience (38 hours plus per week) if applying for the TSS or SESR visa.
 - a. Work experience can include:
 - i. work undertaken as part-time (equivalent to one year full-time)
 - ii. work experience counted towards being skilled (ANZSCO) also counts towards the work experience requirement.
 - iii. must be in the nominated occupation, or a related occupation at the same skill level.

Table 4: ANZSCO Skill Level 1-3 Occupations not on the eligible skilled occupation list

ANZSCO Code	Occupation	ANZSCO Skill Level
070499	Asphalt Technician	3
399513	Light Technician	3
521111	Personal Assistant	3
361211	Shearer	3
070499	Sound and Light Technician	3

Specified ANZSCO Skill Level 2 Occupations (not on eligible skills lists)

The following skills requirements are to be met for the following skill level 2 specified occupation, not included in the eligible list of skilled occupations, as outlined in Table 5. The TSS or SESR visa applicant must:

- undergo skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

AND MEET ONE OF THE FOLLOWING GROUPS OF REQUIREMENTS

- meet the qualification level as defined in ANZSCO in business administration or in a field highly relevant to the retail setting being managed, and
- have at least one year post qualification experience (20 hours plus per week) completed within the last five years.

OR

- meet the qualification level as defined in ANZSCO in any field of study other than mentioned above, and
- have at least one year post qualification experience (38 hours plus per week) completed within the last five years.

OR

- meet the qualification level as defined in ANZSCO in any field of study, and
- have at least four years' work experience (20 hours plus per week) if undertaken prior to completion of the qualification.

ANZSCO Indicative Skill Level: AQF Associate Degree, Advanced Diploma or Diploma

Table 5: Specified ANZSCO Skill Level 2 Occupations

ANZSCO Code	Occupation	ANZSCO Skill Level
	None specified in current DAMA	

Specified ANZSCO Skill Level 3 Occupations (not on eligible skills lists)

For occupations listed in Table 6 the following skill and experience requirements apply. The TSS or SESR visa applicant must:

- undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

AND

- have at least a relevant AQF Certificate III or equivalent or higher level qualification, and
- have at least one year (20 hours plus per week) relevant post qualification experience.

ANZSCO Indicative Skill Level: AQF Certificate III

Table 6: Specified ANZSCO Skill Level 3 Occupations

ANZSCO Code	Occupation	ANZSCO Skill Level
421111	Child Care Worker	3

Schedule 4 specified occupation and other ANZSCO Skill Level 4 Occupations (not on eligible skills lists)

For occupations listed in Schedule 4 (not in ANZSCO) and other skill level 4 occupations requested under this Agreement as listed in Table 7 the following skill and experience requirements apply. The TSS or SESR visa applicant must:

- undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

AND MEET ONE OF THE FOLLOWING GROUPS OF REQUIREMENTS

- have at least a relevant AQF Certificate II or equivalent or higher level qualification, and
- have at least one and a half years (20 hours plus per week) relevant post qualification experience.

OR

- have at least a relevant Australian Qualifications Framework (AQF) Certificate III or equivalent or higher level qualification, and
- have at least one year (20 hours plus per week) relevant post qualification experience.

OR

- have at least one year (38 hours plus per week) relevant experience.

ANZSCO Indicative Skill Level: AQF Certificate II or III

Table 7: Specified other ANZSCO Skill Level 4 Occupations

ANZSCO Code	Occupation	ANZSCO Skill Level
423111	Aged or disabled carer	4

ANZSCO Code	Occupation	ANZSCO Skill Level
721111	Agricultural and Horticultural Mobile Plant Operator	4
712914	Concrete Batching Plant Operators	4
423211	Dental Assistant	4
712211	Driller	4
421112	Family Day Care Educator	4
711211	Industrial Spray painter	4
831211	Meat Boner and Slicer	4
721999	Mobile Plant Operator (nec)	4
423312	Nursing support worker	4
423313	Personal Care Assistant	4
070499	Process Technician	4
721915	Road Roller Operator	4
070499	Rope Access Technician	4
711516	Rubber Production Machine Operator (Belt Splicer)	4
831212	Slaughterer	4

ANZSCO Skill Level 5 Occupations (not on eligible skills lists)

For skill level 5 occupations requested under this Agreement as listed in Table 8 below, the following skill and experience requirements apply. The TSS or SESR visa applicant must:

- undergo skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

AND MEET ONE OF THE FOLLOWING GROUPS OF REQUIREMENTS

- have at least a relevant AQF Certificate I or equivalent or higher level qualification, and
- have at least six months (20 hours plus per week) relevant post qualification experience.

OR

- have at least one year (38 hours plus per week) relevant experience.

ANZSCO Indicative Skill Level: Certificate I or compulsory secondary education

Table 8: ANZSCO skill level 5 occupation

ANZSCO Code	Occupation	ANZSCO Skill Level
821912	Driller's Assistant	5

SCHEDULE 6

CONCESSION TO THE TEMPORARY SKILLED MIGRATION INCOME THRESHOLD

In relation to the nomination of occupations for TSS, SESR and ENS visas, the DAR acknowledges that the following additional requirements must be met by a Third Party. These requirements will be included in the Labour Agreements associated with this Agreement. Individual Labour Agreements will specify which Occupations are concessional occupations (if any) and which TSMIT concessions (if any) will apply for a Third Party who enters into a Labour Agreement.

- 'Non-concessional occupation' means an occupation that may be nominated under this Agreement but is not specified in Table 9.
- 'Concessional occupation' means an occupation specified in Table 9

For both concessional and non-concessional occupations:

- 'Annual Market Salary Rate' has the same meaning as in the Migration Regulations, and is determined in accordance with the instrument which specifies the method for determining the Annual Market Salary Rate for an occupation nominated under section 140GB of the Migration Act or an occupation in relation to which a position is nominated under regulation 5.19 of the Migration Regulations.
- 'Annual Earnings' means an Overseas Worker's Earnings calculated on an annual basis.

Non-concessional occupations

'Earnings' has the same meaning as in the Migration Regulations.

In relation to an Overseas Worker who is nominated for a non-concessional occupation in relation to a TSS or SESR visa, the nominating Third Party must meet the legislative requirements relating to TSMIT, Annual Market Salary Rate and Annual Earnings which would apply if the Overseas Worker were nominated in relation to the Short-term stream or Medium-term stream in the standard TSS or SESR visa program.

In relation to an Overseas Worker who is identified for a non-concessional occupation in relation to an ENS visa, the nominating Third Party must meet the legislative requirements relating to TSMIT, Annual Market Salary Rate and Annual Earnings which would apply if the Overseas Worker were identified in relation to the Temporary Residence Transition stream or the Direct Entry stream in the standard ENS visa program.

Concessional occupations

In relation to an Overseas Worker who is nominated/identified for a concessional occupation in relation to a TSS, SESR or an ENS visa, in accordance with the applicable concession type set out below, the nominating Third Party must provide the Overseas Worker with an amount of Annual Earnings which is equal to or greater than the Annual Market Salary Rate and Reduced TSMIT. 'Reduced TSMIT' means 90% of TSMIT.

The Designated Area Representative will specify in the attachment to their endorsement letter, the TSMIT Concession type applicable to each endorsed concessional Occupation, as supported by a Third Party's evidence-based case for the concession to apply.

TSMIT Concession

Employers may seek endorsement from the Designated Area Representative for the following concession to apply to a concessional Occupation.

Reduced TSMIT, and Earnings to include Guaranteed Overtime and Non-Monetary and Monetary Benefits

'Reduced TSMIT' applies.

'Earnings' has the same meaning as in the Migration Regulations except that it also includes:

I. Guaranteed overtime where:

- The guaranteed overtime is consistent with standard industry practice within the sector;
- There are equivalent Australians performing equivalent work in the Third Party's workplace at the same location and whose arrangements have been guaranteed in an industrial arrangement for those workers; and
- At the time of nomination the Third Party provides evidence that the hours are guaranteed within the employment contract for the Overseas Worker, and confirms the hours are consistent with the National Employment Standards; and
- Application of the concession is subject to the Earnings being in line with applicable Industrial Awards or Enterprise Agreements and not below levels for Australian employees in comparable roles; and

2. Monetary and non-monetary benefits, where:

- The benefits support the living costs of the Overseas Worker;
- The Overseas Worker would have incurred that cost had it not been provided by the Third Party;
- The benefits are quantifiable;
- The benefits are consistent with the terms and conditions provided to existing Australians employed in a similar position;
- The benefits are guaranteed in the employment contract; and
- The benefits exclude contingent payments such as overtime (other than guaranteed overtime) bonuses and commissions.

When calculating an Overseas Worker's Earnings, the value of non-monetary earnings (such as phone, vehicle, food and board) cannot exceed \$4,851 annually (i.e. capped at 10% of the Reduced TSMIT).

Table 9: Occupations to which TSMIT Concessions may apply

ANZSCO Code	Occupation	ANZSCO Skill Level
423111	Aged or Disable Carer	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
121312	Beef Cattle Farmer	1
421111	Child Care Worker	3
421112	Family Day Care Educator	4
831211	Meat Boner and Slicer	4
423312	Nursing Support Worker	4
423313	Personal Care Assistant	4

ANZSCO Code	Occupation	ANZSCO Skill Level
361211	Shearer	3
831212	Slaughterer	4

SCHEDULE 7 ENGLISH LANGUAGE REQUIREMENT

In this Schedule, IELTS means the International English Language Testing System or the equivalent in another accepted English language test.

Other accepted English language tests are:

- Occupational English Test (OET);
- Test of English as a Foreign Language internet-based test (TOEFL iBT);
- Pearson Test of English (PTE) Academic test; or
- Cambridge English: Advanced (CAE) test.

The English language requirements may be met if a visa applicant would be regarded as an 'exempt applicant' for the purpose of the legislative instruments applicable to TSS, SESR and ENS visas.

For any Occupations that are not listed in Table 10 below, the Overseas Worker is required to meet the minimum standard English language requirements applicable to the TSS, SESR and ENS non-labour agreement visa streams under the Migration Regulations.

For the Occupations listed in Table 10 below, the following English language concessions apply:

- **TSS (482) and SESR (494) concession:** average score of IELTS 5.0 with no component being less than IELTS 4.0 or equivalent (unless registration or licensing requires a higher level of English).
- **ENS (186) concession:** average score of IELTS 5.0 with no component being less than IELTS 4.5 or equivalent (unless registration or licensing requires a higher level of English)

Table 10: Occupations to which English language concession may apply

ANZSCO Code	Occupation	ANZSCO Skill Level
423111	Aged or disabled carer	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
070499	Asphalt Technician	3
321111	Automotive Electrician	3
121312	Beef Cattle Farmer	1
331212	Carpenter	3
331211	Carpenter and Joiner	3
351311	Chef	2
712914	Concrete Batching Plant Operators	4
149212	Customer Service Manager	2
321212	Diesel Motor Mechanic	3
712211	Driller	4
821912	Driller's Assistant	5
341111	Electrician (General)	3
341112	Electrician (Special Class)	3

ANZSCO Code	Occupation	ANZSCO Skill Level
342315	Electronic Instrument Trades Worker (Special Class) [Precision Farming Specialist]	3
149112	Fitness Centre Manager	2
323211	Fitter (General)	3
323212	Fitter and Turner	3
323213	Fitter-Welder	3
362311	Greenkeeper	3
391111	Hairdresser	3
711211	Industrial Spray painter	4
399513	Light Technician	3
323313	Locksmith	3
831211	Meat Boner and Slicer	4
322311	Metal Fabricator	3
323214	Metal Machinist (First Class)	3
121411	Mixed Crop and Livestock Farmer	1
721999	Mobile Plant Operator (nec)	4
423312	Nursing Support Worker	4
521111	Personal Assistant	3
423313	Personal Care Assistant	4
721915	Road Roller Operator	4
070499	Rope Access Technician	4
711516	Rubber Production Machine Operator (Belt Splicer)	4
131112	Sales and Marketing Manager	1
361211	Shearer	3
831212	Slaughterer	4
070499	Sound and Light Technician	3
399516	Sound Technician	3
452321	Sports Development Officer	3
324211	Vehicle Body Builder	3
322313	Welder (First Class)	3

SCHEDULE 8

PERMANENT RESIDENCE PATHWAY

A permanent residence pathway for Overseas Workers may be available through the ENS visa program for all occupations in **Schedule 3** except ANZSCO skill level 5 occupations. In this Agreement, the occupation of Driller's Assistant (ANZSCO code 821912) is excluded from a permanent residence pathway.

The following conditions will ordinarily be included in a Labour Agreement and will apply to any nomination for an ENS visa (in addition to the ENS requirements outlined in the Migration Legislation).

- a) The Overseas Worker, at the time of an application for approval of the ENS nomination ('the ENS nomination'), holds a Subclass 457 or TSS visa, and
- b) The Third Party's ENS nomination identifies an Occupation that was either:
 - i. the subject of the most recently approved nomination (in the case of an Overseas Worker who is a Subclass 457 visa holder), or
 - ii. the subject of the most recently approved visa (in the case of an Overseas Worker who is a TSS visa holder),
- c) The ENS nominated occupation is not an ANZSCO skill level 5 occupation, and
- d) The Overseas Worker has been employed on a full-time basis for a period of at least 3 years before the ENS nomination is made, in the ENS nominated occupation or an Occupation in the same ANZSCO 4 digit level, being an occupation specified in this Agreement, and
- e) For the whole time that the Overseas Worker was employed in accordance with paragraph (d):
 - i. he or she must have held a Subclass 457 or TSS visa, and
 - ii. he or she must have worked in the Designated Area outlined in Item 3 of Schedule 1 of this Agreement, and
- f) For Occupations listed in Table 11, an Overseas Worker may be nominated for an ENS visa only if they have not turned 50 years of age at the time of the Third Party's ENS nomination
- g) For Occupations listed in Table 12, an Overseas Worker may be nominated for an ENS visa only if they have not turned 55 years of age at the time of the Third Party's ENS nomination
- h) The Overseas Worker identified in the ENS nomination will be employed on a full-time basis in the position for at least 2 years, and
- i) The terms and conditions of employment of the Overseas Worker will not include an express exclusion of the possibility of extending the period of employment.

Table 11: Occupations Eligible for Age Concession (up to 50 years of age)

ANZSCO Code	Occupation	ANZSCO Skill Level
423111	Aged or disabled carer	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
070499	Asphalt Technician	3
321111	Automotive Electrician	3

ANZSCO Code	Occupation	ANZSCO Skill Level
331212	Carpenter	3
331211	Carpenter and Joiner	3
351311	Chef	2
399211	Chemical Plant Operator	3
311411	Chemistry Technician	2
421111	Child Care Worker	3
312211	Civil Engineering Drafts-person	2
312212	Civil Engineering Technician	2
411711	Community Worker	2
712914	Concrete Batching Plant Operators	4
149212	Customer Service Manager	2
423211	Dental Assistant	4
321212	Diesel Motor Mechanic	3
411712	Disabilities Services Officer	2
712211	Driller	4
821912	Driller's Assistant	5
311412	Earth Science Technician	2
312312	Electrical Engineers Technician	2
341111	Electrician (General)	3
341112	Electrician (Special Class)	3
342315	Electronic Instrument Trades Worker (Special Class) [Precision Farming Specialist]	3
441211	Emergency Service Worker	3
421112	Family Day Care Educator	4
411713	Family Support Worker	2
149112	Fitness Centre Manager	2
323211	Fitter (General)	3
323212	Fitter and Turner	3
323213	Fitter-Welder	3
362311	Greenkeeper	3
391111	Hairdresser	3
313112	ICT Customer Support Officer	2
313199	ICT Support Technicians nec	2
711211	Industrial Spray painter	4
399513	Light Technician	3
323313	Locksmith	3
831211	Meat Boner and Slicer	4
312512	Mechanical Engineers Technician	2
322311	Metal Fabricator	3
323214	Metal Machinist (First Class)	3
312912	Metallurgical or Materials Technician	2
721999	Mobile Plant Operator nec	4
423312	Nursing Support Worker	4

ANZSCO Code	Occupation	ANZSCO Skill Level
512111	Office Manager (General)	2
521111	Personal Assistant	3
423313	Personal Care Assistant	4
070499	Process Technician	4
511112	Program or Project Administrator	2
313211	Radio communications Technician	2
721915	Road Roller Operator	4
070499	Rope Access Technician	4
711516	Rubber Production Machine Operator (Belt Splicer)	4
312611	Safety Inspector	2
311499	Science Technician	2
361211	Shearer	3
831212	Slaughterer	4
070499	Sound and Light Technician	3
399516	Sound Technician	3
452321	Sports Development Officer	3
313212	Telecommunications Field Engineer	2
313213	Telecommunications Network Planner	2
313214	Telecommunications Technical Officer or Technologist	2
324211	Vehicle Body Builder	3
322313	Welder (First Class)	3
411716	Youth Worker	2

Table 12: Occupations Eligible for Age Concession (up to 55 years)

ANZSCO Code	Occupation	ANZSCO Skill Level
221111	Accountant (General)	1
234112	Agricultural Scientist	1
121312	Beef Cattle Farmer	1
233111	Chemical Engineer	1
234211	Chemist (Industrial)	1
111111	Chief Executive or Managing Director	1
134111	Child Care Centre Manager	1
233211	Civil Engineer	1
272311	Clinical Psychologist	1
252312	Dentist	1
241111	Early Childhood (Pre-primary School) Teacher	1
233311	Electrical Engineer	1
253912	Emergency Medicine Specialist	1
133211	Engineers Manager	1
233914	Engineers Technologist	1

ANZSCO Code	Occupation	ANZSCO Skill Level
234312	Environmental Consultant	1
251311	Environmental Health Officer	1
222311	Financial Investment Advisor (Financial Planner)	1
253111	General Medical Practitioner	1
234411	Geologist	1
234412	Geophysicist	1
233212	Geotechnical Engineer	1
139913	Laboratory Manager	1
221112	Management Accountant	1
133411	Manufacturer	1
233512	Mechanical Engineer	1
134211	Medical Administrator	1
253999	Medical Practitioners nec	1
233611	Mining Engineer (excluding Petroleum)	1
121411	Mixed Crop and Livestock Farmer	1
251312	Occupational Health and Safety Adviser	1
252411	Occupational Therapist	1
251411	Optometrist	1
251912	Orthotist or Prosthetist	1
252511	Physiotherapist	1
241213	Primary School Teacher	1
133512	Production Manager (Manufacturing)	1
233513	Production or Plant Engineer	1
272399	Psychologists nec	1
131114	Public Relations Manager	1
223112	Recruitment Consultant	1
251513	Retail Pharmacist	1
131112	Sales and Marketing Manager	1
241411	Secondary School Teacher	1
272499	Social Professionals (e.g. Linguist)	1
272511	Social Worker	1
251214	Sonographer	1
253399	Specialist Physicians nec	1
252712	Speech Pathologist	1
233214	Structural Engineer	1
133611	Supply and Distribution Manager	1
253511	Surgeon (General)	1
232212	Surveyor (Mine Surveyor)	1
263311	Telecommunications Engineer	1
263312	Telecommunications Network Engineer	1
232611	Urban and Regional Planner [Town Planner]	1
272613	Welfare Worker	1

Schedule 9a

Attachment A

Endorsed occupations, numbers and concessions for [insert name of Third Party]

Temporary Skill Shortage (TSS)

ANZSCO Code	Occupation	Maximum number of approved nominations in Year 1.	Concession to English requirement applicable as per Schedule 7	Concession to Age (over 45 years) applicable per Schedule 8.
			Yes/No	Yes/No

Skilled Employer Sponsored Regional (SESR) visa

ANZSCO or 6 Digit Code	Occupation	Maximum number of approved nominations in Year 1.	Concession to English requirement applicable as per Schedule 7	Concession to Age (over 45 years) applicable per Schedule 8.
			Yes/No	Yes/No

Employer Nomination Scheme (ENS)

ANZSCO or 6 Digit Code	Occupation	Maximum number of approved nominations in Year 1.	Concession to English requirement applicable as per Schedule 7	Concession to Age (over 45 years) applicable per Schedule 8
			Yes/No	Yes/No

EXECUTED as a Deed

Signed, sealed and delivered for and on behalf
of the **Commonwealth of Australia** by
the Hon Alex Hawke MP
Minister for Immigration, Citizenship, Migrant Services and Multicultural Affairs
in the presence of:

ALEX HAWKE

[Print name]

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

[Signature]

Date of signing: 22 2 2021

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

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

[Print name of Witness]

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

Date of signing: 22 Feb 21
dd/mm/yyyy

Signed, sealed and delivered for and on behalf
of the **City of Kalgoorlie-Boulder** by its duly
authorised
Officer in the presence of:

s. 47F(1)

[Print name of authorised officer]

s. 47F(1)

[Signature of authorised officer]

Date of signing: 15 / 01 / 2021
dd/mm/yyyy

s. 47F(1)

[Print name of Witness]

s. 47F(1)

[Signature of Witness]

Date of signing: 15 / 01 / 2021
dd/mm/yyyy