



Australian Government
Department of Home Affairs

Submission

For decision

PDMS Ref. Number MS21-000645

Date of Clearance: 16/04/2021

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

Subject Far North Queensland Designated Area Migration Agreement (DAMA): Request for a Deed of Variation

Timing At your convenience.

Recommendations

That you:

1. note the revised business case received from the Cairns Chamber of Commerce to vary the Far North Queensland (FNQ) DAMA; and noted / please discuss
2. Agree to the Department of Home Affairs' (the Department) recommendations at Attachment C for the terms, concessions, occupations and nomination ceilings that will be available under the FNQ DAMA or indicate your decisions on individual settings; and agreed / decisions provided / please discuss
3. note the report on unemployment rates in DAMA regions (Attachment F); and feedback received from the National Skills Commission (Attachment G); and noted / please discuss
4. agree to waive the requirement for the Cairns Chamber of Commerce to provide the Department with an Annual Report and Evaluation in 2021. agreed / noted / please discuss

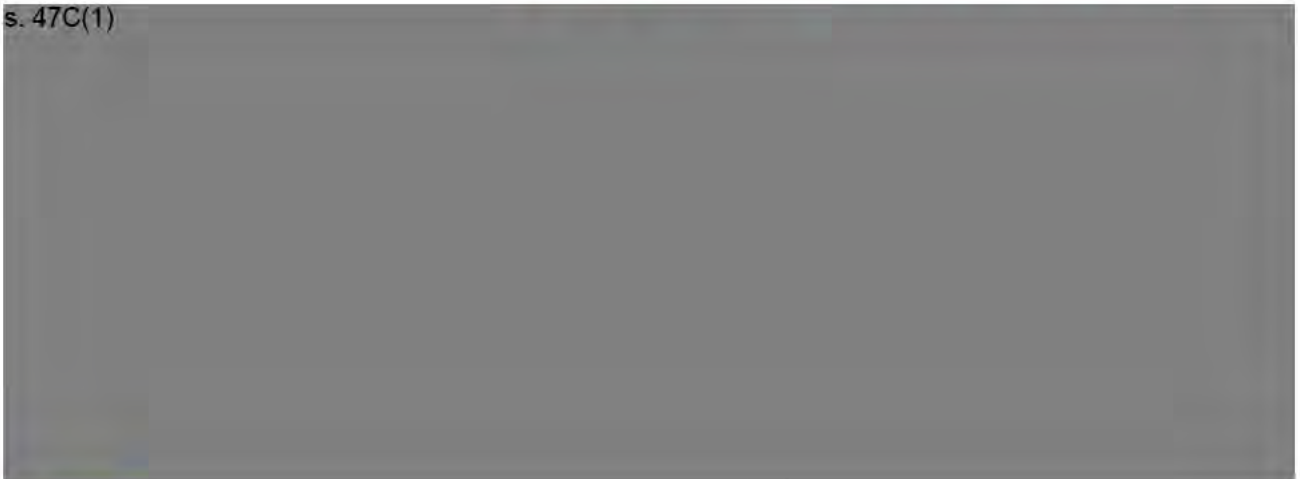
Minister for Immigration, Citizenship, Migrant Services and Multicultural Affairs

Signature.....

Date 13/5/2021

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3. s. 47C(1)



FNQ DAMA

4. The Cairns Chamber of Commerce submitted its first Annual Review and request for a Deed of Variation on 11 February 2020. In December 2020, the Department worked with the Cairns Chamber of Commerce and the NSC to develop a survey to capture post COVID-19 labour market information.
5. On 15 March 2021, the Cairns Chamber of Commerce provided the Department with a revised and updated request for a Deed of Variation (Attachment B).

6. s. 47C(1)



7.

8.

NT DAMA

9. On 19 March 2021, the NT Government provided the Department with a revised and updated request for a Deed of Variation (Attachment D).

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10. A table with the NT Government's requested changes is provided for your decision at **Attachment E**, which details the recommendations for what changes should be supported.
11. s. 47C(1)

Waiver of the Annual Reporting and Evaluation Requirements

12. Under the terms of a DAMA, the Designated Area Representative (DAR) is required to report in writing on the progress of the DAMA and the current labour market in the Designated Area, including the use of Overseas Workers to supplement the local labour force, annually on the anniversary of the Effective Date. In addition, the DAR must provide a written evaluation within three months following the first anniversary of the DAMA, and within three months of each subsequent anniversary of the DAMA
13. Given the protracted nature of the first DAMA annual review and variation process, extending into 2021, the Department seeks your agreement to waive the requirement for an Annual Report and Evaluation in 2021 for the NT and FNQ DAMAs.

14. s. 47C(1)

15. The Department is currently reviewing the DAMA program and will come back to you with a separate submission providing further options for streamlining the process for negotiating and entering into a DAMA with the Australian Government, as well as annual Reporting, Evaluation and Variation processes.

Background

16. Once signed and executed by both parties, a DAMA remains in effect for five years, with an annual review process in place to allow the DAR to potentially vary the terms, concessions, occupations and nomination ceilings for the subsequent year. Variation requests are considered on an annual basis – prior to the DAMA's anniversary date. In order to give effect to the agreed changes, a written Deed of Variation must be signed by both parties (executed).
17. The Department works closely with each DAR to support them through the Annual review process, with regular contact via telephone and email, and through participation in regular monthly teleconferences.
18. The significant impacts of the coronavirus pandemic (COVID-19) on the Australian labour market has delayed the assessment of requests for a Deed of Variation, and execution of Deeds, since the DARs submitted their initial requests. This includes a ministerial decision to request additional COVID-19 impact statements from each DAR as part of the Annual Review process during 2020.

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19. Year two Deeds of Variation have been executed in relation to the Adelaide City DAMA, SA Regional DAMA and Goldfields DAMA. The remaining four DAMAs are in various stages of review, and continue to operate under the terms of the original (year one) agreement.
20. A report on unemployment rates in DAMA regions is provided for your information at Attachment F, and feedback received from the National Skills Commission (NSC) is provided for your information at Attachment G.
21. While COVID-19 has had a significant impact on the Australian labour market, unemployment rates peaked at 7.5 per cent, much lower than the double digit figures forecast early in the pandemic, and have already fallen to 5.8 per cent for February 2021. The Reserve Bank of Australia's February outlook expects unemployment to return to pre-pandemic levels over the course of 2021.

Consultation – internal/external

22. s. 47C(1)

Consultation – Secretary

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

Client service implications

24. N/A.

Sensitivities

25. DAMAs may attract media attention focused on taking employment opportunities away from Australians, particularly at present given ongoing uncertainty around 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 a pathway to permanent residence may also draw attention.
26. These risks are mitigated through specific 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;
 - 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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27. The uncertainty, volatility and limitations in the data, particularly at the Designated Area level, and at a sector or occupation level within a Designated Area, makes the Department's assessment of the labour market need for overseas workers in the occupations sought by the DAR extremely difficult.
28. The Cairns Chamber of Commerce and the NT Government have both provided local labour market data, survey results, and forecasts in support of their requests for a Deed of Variation. However, the Department is unable to verify the accuracy of this information.

Financial/systems/legislation/deregulation/media implications

29. There are no financial, systems, legislation, deregulation or media implications.
30. 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.

Attachments

- Attachment A** DAMA comparison table.
- Attachment B** FNQ DAMA DAR Revised and Updated 2020 Deed of Variation Request.
- Attachment C** Cairns Chamber of Commerce's requested changes for decision.
- Attachment D** NT DAMA Supplementary Annual Review and COVID-19 Impact Statement.
- Attachment E** NT Government's requested changes for decision.
- Attachment F** Report on unemployment rates in DAMA regions.
- Attachment G** Feedback received from the National Skills Commission.

Authorising Officer

Cleared by:

Michael Willard
First Assistant Secretary
Immigration Programs Division

Date: 16 April 2021

Mob: **s. 22(1)(a)(ii)**

Contact Officer Michael Willard, First Assistant Secretary, Immigration Programs Division Ph: **s. 22(1)(a)(ii)**

CC Minister for Home Affairs
Secretary
Deputy Secretary, Immigration and Settlement Services Group
First Assistant Secretary, Immigration Integrity Assurance & Policy Division

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15 March 2021

Director
Labour Agreement Section
Department of Home Affairs
6 Chan Street
BELCONNEN ACT

Via email: labour.agreement.section@homeaffairs.gov.au

Dear Director

RE: FNQ DAMA DAR REVISED AND UPDATED 2020 DEED OF VARIATION REQUEST

Please find attached a revised and updated 2020 Deed of Variation request. Given the extremely fluid economic and business environment over the twelve months since the 2020 Deed of Variation request was originally submitted, we request that this revised and updated request be considered in lieu of, rather than as an addition to, the original request. The many attachments submitted earlier are however still relevant.

We consider that the attached variations will result in a more relevant and responsive DAMA that will provide Far North Queensland businesses with more certainty, while allowing the region to build the skilled labour needed to progress for the next 3-5 years. We are confident the variations will address the critical skills shortages, while prioritising employment for Australians.

The Cairns Chamber of Commerce, as the Designated Area Representative and on behalf of Far North Queensland business, would like to express gratitude to the Department for all the assistance and guidance progressing the FNQ DAMA over the difficult previous year. We look forward to working with you to ensure the FNQ DAMA evolves to meet the needs of our region's social and economic development.

Please don't hesitate to contact s. 47F(1) of this office (dama@cairnschamber.com.au) to discuss any aspects of this report and submission.

Yours sincerely

s. 47F(1)

CHIEF EXECUTIVE OFFICER

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Cairns Chamber of Commerce

FNQ DAMA

2020 Request for a Deed of Variation

(revised and updated 14 March 2021)

Executive Summary

In January-February 2021, the DAR undertook an extensive Labour Market Analysis (LMA) to test the relevance of the FNQ DAMA occupations and its ability to meet the needs of FNQ businesses post-Covid19. The LMA has highlighted some important Covid-19 related changes to the employment landscape, including in relation to skills shortages and their impact on business sustainability at a time of significant need.

Since the FNQ DAMA Annual report submitted in February 2020, the DAR has continued to receive extensive feedback from stakeholders on the ability of the FNQ DAMA in its current form to meet the critical skills shortages of this region. Business and industry stakeholders are generally grateful for and see the ongoing benefit of the FNQ DAMA in addressing the unique needs of Far North Queensland (FNQ), but need a DAMA that will allow them to plan for the next 1-3 years.

Feedback received in the past twelve months is summarised as follows:

- The impact of Covid-19 over the past twelve months has highlighted the critical need for the FNQ DAMA to be more agile and responsive to changing business needs, and for Labour Agreements to have more timely decisions;
- Stakeholders in Cape York and the Torres Strait (immediately to the north of and adjacent to the current Designated Area) continue to call for the FNQ DAMA to be extended as soon as possible to cover their needs, that have been exacerbated by Covid-19;
- The range of occupations accessible in the FNQ DAMA to date is limited and falls short of meeting the regional need in some sectors;
- The current threshold for skills, qualifications and experience for many occupations in the FNQ DAMA occupation list, with mandatory skills assessments, are at a level that acts as a major deterrent, and excludes many potential experienced and quality candidates that could address skills shortages;
- The current FNQ DAMA generally lacks sufficient incentive to attract skilled and semi-skilled workers to FNQ and for them to settle in the region, particularly with competition from newly-declared regional areas such as the Gold Coast and Perth;
- With an absence of age concessions, business in many areas is not able to attract and retain overseas workers with the level and length of experience most likely to be of most benefit;
- The costs associated with accessing overseas workers (particularly the SAF), including through the FNQ DAMA, is prohibitive for small businesses who are often the most vulnerable to skills shortages.

The current FNQ DAMA is considered to have a solid basis but falls short of providing the level of accessibility, incentives, and agility required to make a difference and be of tangible benefit to the regional economy and development. Far North Queensland has historically had a heavy reliance on a very transient workforce. This has come at the cost of a lack of sustainability and continuity that weighs heavily on businesses and is a significant factor inhibiting the potential growth in the region. Apart from a few occupations, this has changed little in most sectors post-Covid-19, and in some instances business reports increased skills shortages in this region, not less.

It is the opinion of both the DAR as well as industry stakeholders that for the FNQ DAMA to be more relevant and responsive and truly meet the unique needs of Far North Queensland that it was intended to address, the numerous changes are necessary and sought as soon as possible.

The variations requested in this submission are summarised as follows:

- REQUEST 1 – The DAR requests that the Contact Officer details be updated in Item 2 of Schedule 1.
- REQUEST 2 – The DAR requests that Cape York and the Torres Strait be added to the FNQ DAMA Designated Area.
- REQUEST 3 – The DAR requests that the FNQ DAMA cap for Year 3 (commencing 4 April 2021) be increased from 200 to 300 approved positions to adequately satisfy anticipated demand.
- REQUEST 4 – The DAR requests that numerous new ANZSCO occupations be added to the FNQ DAMA occupation list.
- REQUEST 5 – The DAR requests that six non-ANZSCO occupations be added to the FNQ DAMA occupation list.
- REQUEST 6 – The DAR requests that the title and job description for the existing approved non-ANZSCO occupation of Restaurant Supervisor be amended to better reflect the business need.
- REQUEST 7 – The DAR requests that the skills, qualifications and experience requirements in Schedule 5 be re-drafted to better reflect Far North Queensland industry requirements.
- REQUEST 8 – The DAR requests that the current English language concession be available for both temporary and permanent nomination/visa stages.
- REQUEST 9 – The DAR requests that the permanent residence pathway be available for all occupations under the FNQ DAMA, with the exclusion of ANZSCO Skill Level 5 occupations.
- REQUEST 10 – The DAR requests that the FNQ DAMA include provision for age concessions.
- REQUEST 11 – The DAR requests that the SESR Subclass 494/191 temporary/permanent visa pathway be included in the FNQ DAMA as an option, in addition to the TSS Subclass 482 & ENS Subclass 186 visa pathway.

- REQUEST 12 – The DAR requests that provision be made for the time on a non-FNQ DAMA TSS482 visa to be taken into account in calculating the three-year eligibility period for a FNQ DAMA permanent visa.

In terms of stakeholder feedback on the “prohibitive” costs associated with accessing overseas workers, including under the FNQ DAMA, the following suggestions have been made. They are included here for completeness and consideration:

- Applications under the FNQ DAMA be exempt from payment of the SAF;
- If not exempt, that the SAF be a “time-of-decision” requirement for Nomination rather than “time-of-application” requirement;
- If not exempt, that the SAF be payable by instalments, such as per year of employment of the overseas worker, rather than as a lump sum.

The DAR requests on behalf of stakeholders that these be considered to relieve pressure on business, particularly small business already affected by impacts on the tourism industry and flow on effects to other sectors, including those impacts resulting from Covid-19.

Considerable stakeholder engagement was undertaken over the last twelve months in developing this request for a Deed of Variation, including but not limited to the recent LMA.

The combination of additional occupations, incentives through age concessions, more realistic skills, qualifications and experience concessions, greater agility in seeking variations, and consideration of reducing up-front costs for business seeking to access overseas workers, would result in a DAMA that is more likely to adequately address FNQ business needs and assist the economy.

Given the extremely fluid economic and business environment over the twelve months since the 2020 Deed of Variation request was originally submitted, we request that this revised and updated request be considered in lieu of, rather than as an addition to, the original request. The many attachments submitted with the original request are still relevant.

The last twelve months have truly highlighted the need for the FNQ DAMA to be very much more agile and responsive in meeting the changing needs of regional business. Returning to faster Labour Agreement processing times would also go a long way towards keeping businesses viable and sustainable, to the benefit of their ability to employ Australians within their workforce.

FAR NORTH QUEENSLAND UPDATE (March 2021)

The following summary is based on [State Development Queensland's](#) latest Far North Queensland update (March 2021), other than the registered business and employee data which is based on ABS and NIEIR data as sourced via the Far North Queensland Regional Organisation of Councils ([FNQROC](#)) economic data (2021 and 2021).

Far North Queensland covers 272,215 square kilometres over 21 local government areas, from Cassowary Coast in the south to the Torres Strait Islands in the north.

Population

The region's population is 289,000 (2019), expected to increase to 326,000 by 2036.

Employment

Unemployment is at 6.3% (participation rate 68.4%) based on Cairns SA4 (July 2020). There are over 135,000 people in employment in Far North Queensland, employed in 9,904¹ businesses registered in the region and other businesses registered outside the region².

s. 47G(1)(a)

Strengths

- largest region, covering almost 20% of Queensland
- only place in the world where two World Heritage listed areas meet
- direct international air and sea access
- proximity to Asian markets
- popular superyacht destination
- three major slipways and world's largest travel lift, with capacity to lift 1120 tonnes
- HMAS Cairns naval base being upgraded to homeport new naval vessels
- two universities in Cairns - James Cook University and CQUniversity
- abundant fertile agricultural land and rainfall
- mineral wealth and natural resources
- established local supply chains
- innovative culture
- rich Aboriginal and Torres Strait Islander cultural heritage
- resilient and diverse economy
- affordable housing

Main industries

- agriculture (seafood, tropical fruits, dairy and livestock)
- aviation
- construction
- defence

¹ There are 25,442 businesses registered in the FNQ region, of which 9,904 are employers.

² Many other employers and also government entities in the FNQ region are registered outside the FNQ region and so are not included in the 9,904 figure.

- education and training
- health and research
- manufacturing / engineering
 - transport equipment manufacturing
 - food production
 - primary metal and metal production
 - fabricated metal production
 - machinery and equipment
 - [manufacturing hub](#) - marine, aviation and food manufacturing incubator
- marine (including Superyacht industry)
- tourism, arts and culture, including strong and indigenous tourism

Key projects

- Cairns Convention Centre Expansion
- HMAS Cairns upgrades
- Smithfield Bypass project
- Bruce Highway Southern Access Corridor stage 3 and 4
- Western Arterial Road project

Find out more in the [FNQ Major Projects Pipeline booklet](#)

OCCUPATION (EXISTING or NEW or REMOVE)	OCCUPATION	ANZSCO CODE	SKILL LEVEL	ANZSCO DIVISION & SUBDIVISION	DAR GROUPING	SKILLS AND EXPERIENCE REQ (ref FNO DAMA Deed of Variation Report)	TSMIT CONCESSION	ENGLISH LANGUAGE CONCESSION	PR PATHWAY	AGE CONCESSION SOUGHT	DESIGATED AREA (ALL or REMOTE)	ESTIMATED NUMBER OVER NEXT 3 YEARS (survey respondents)	DAR COMMENTS	SURVEY RESPONSES - SUMMARY OF REASONS CITED	SURVEY RESPONSES - SUMMARY OF ADDITIONAL COMMENTS
Existing	Crop Farmers (nec)	121299	1	A01	Agriculture	Group 1			Y	55	ALL	26	s. 47G(1)(a)		
Existing	Dairy Cattle Farmer	121313	1	A01	Agriculture	Group 1			Y	55	ALL	3			
Existing	Child Care Centre Manager	134111	1	Q87	Social Services	Group 1			Y	55	ALL	3			
Existing	Health and Welfare Services Managers (nec)	134299	1	Q84/Q 85/Q86 /Q87	Health & Welfare	Group 1			Y	55	ALL	6			
Existing	Cafe or Restaurant Manager	141111	2	H45	Tourism & Hospitality	Group 1			Y	50	ALL	34			
Existing	Hotel or Motel Manager	141311	2	H44	Tourism & Hospitality	Group 1			Y	50	ALL	11			
Existing	Accommodation and Hospitality Managers (nec)	141999	2	H44	Tourism & Hospitality	Group 1			Y	50	ALL	22			
Existing	Customer Service Manager	149212	2	Various	Management & Admin	Group 1			Y	50	ALL	3			

Existing	Conference and Event Organiser	149311	2	N72/H 44	Management & Admin	Group 1			Y	50	ALL	2	S. 47G(1)(a)
Existing	Air Transport Professionals (nec)	231199	1	149/vari ous	Aviation Services	Group 1			Y	55	ALL	9	
Existing	Aircraft Maintenance Engineer (Avionics)	323111	3	149/594 /152	Aviation Services	Group 1	Y		Y	55	ALL	19	
Existing	Aircraft Maintenance Engineer (Mechanical)	323112	3	149/594 /152	Aviation Services	Group 1	Y		Y	55	ALL	48	
Existing	Aircraft Maintenance Engineer (Structures)	323113	3	149/594 /152	Aviation Services	Group 1	Y		Y	55	ALL	10	
Existing	Ship's Engineer	231212	1	M69	Marine Services	Group 1			Y	55	ALL	3	

Existing	Marine Biologist	234516	1	R89/N7 2	Professionals	Group 1			Y	55	ALL	10	S. 47G(1)(a)
Existing	Vocational Education Teacher	242211	1	P81	Education	Group 1			Y	55	ALL	4	
Existing	Occupational Health and Safety Adviser	251312	1	Q84/Q 85/Q86 /Q87	Health & Welfare	Group 1			Y	55	ALL	8	
Existing	Agricultural Technician	311111	2	A01/A0 5	Agriculture	Group 1			Y	50	ALL	9	
Existing	Primary Products Inspectors (nec)	311399	2	A01/A0 5	Agriculture	Group 1			Y	50	ALL	5	
Existing	Building Associate (Building Construction Supervisor)	312112	2	E30/E3 1/E32	Construction & Engineering	Group 1			Y	50	ALL	3	
Existing	Motor Mechanic (General)	321211	3	S94/var ious	Mechanical	Group 1	Y	Y	Y	50	ALL	8	
Existing	Diesel Motor Mechanic	321212	3	S94/var ious	Mechanical	Group 1	Y	Y	Y	50	ALL	5	
Existing	Motorcycle Mechanic	321213	3	S94/var ious	Mechanical	Group 1	Y	Y	Y	50	ALL	3	

Existing	Small Engine Mechanic	321214	3	S94/various	Mechanical	Group 1	Y	Y	Y	50	ALL	3	S. 47G(1)(a)
Existing	Welder (Fitter Welder)	323213	3	C22/C25/E32/S94/var	Construction & Engineering	Group 1	Y	Y	Y	50	ALL	8	
Existing	Metal Fitters and Machinists (nec)	323299	3	C22/C25	Construction & Engineering	Group 1	Y	Y	Y	50	ALL	3	
Existing	Electronic Instrument Trades Worker	342314	3	S94/E32	Technical	Group 1	Y		Y	50	ALL	3	
Existing	Cabler (Data and Telecommunications)	342411	3	E32	Technical	Group 1	Y		Y	50	ALL	5	
Existing	Telecommunications Cable Joiner	342412	3	E32	Technical	Group 1	Y		Y	50	ALL	5	
Existing	Chef	351311	2	H45	Tourism & Hospitality	Group 1			Y	50	ALL	56	
Existing	Cook	351411	3	H45	Tourism & Hospitality	Group 1	Y		Y	50	ALL	20	
Existing	Veterinary Nurse	361311	3	M69	Health & Welfare	Group 1	Y		Y	50	ALL	3	

Existing	Boat Builder and Repairer	399111	3	C23	Marine Services	Group 1	Y		Y	50	ALL	5	S. 47G(1)(a)
Existing	Diver	399911	3	A04/C23/594	Marine Services	Group 1	Y		Y	50	ALL	3	
Existing	Dental Hygienist	411211	2	Q85	Health & Welfare	Group 1			Y	50	ALL	3	
Existing	Enrolled Nurse	411411	2	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	50	ALL	22	
Existing	Child Care Worker	421111	3	Q87	Social Services	Group 1	Y		Y	50	ALL	17	
Existing	Aged or Disabled Carer	423111	4	Q86/Q87	Health & Welfare	Group 5	Y		Y	50	ALL	27	
Existing	Dental Assistant	423211	4	Q85	Health & Welfare	Group 5	Y		Y	50	ALL	5	
Existing	Nursing Support Worker	423312	4	Q84/Q85/Q86/Q87	Health & Welfare	Group 5	Y		Y	50	ALL	10	
Existing	Hotel Service Manager	431411	2	H44	Tourism & Hospitality	Group 1			Y	50	ALL	6	
Existing	Tour Guide	451412	4	N72	Tourism & Hospitality	Group 6	Y		Y	50	ALL	6	

Existing	Diving Instructor (Open Water)	452311	3	P82/N50/N72	Tourism & Hospitality	Group 1	Y		Y	50	ALL	32	S. 47G(1)(a)
Existing	Accounts Clerk	551111	4	Various	Finance	Group 6	Y		Y	50	REMOTE	3	
Existing	Deck Hand	899211	4	A04/N72/I50	Tourism & Hospitality	Group 6	Y		Y	50	ALL	20	
Existing	Farm Inspector	070499	3	A01	Agriculture	Group 3	Y		Y	50	ALL	3	
Existing	Farm Supervisor	070499	3	A01	Agriculture	Group 3	Y		Y	50	ALL	15	
Existing	Café or Restaurant Supervisor	070499	3	H45	Tourism & Hospitality	Group 3	Y		Y	50	ALL	43	
New (required)	Chiropractor	252111	1	Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Sports Coaches	4523	3	P82	Social Services	Group 1	Y		Y	50	ALL	5	
New (required)	Osteopath	252112	1	Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Personal Assistant	521111	2	N72	Management & Admin	Group 1			Y	50	REMOTE	5	

New (required)	Safety Inspector	312611	2	149/594/152	Aviation Services	Group 1			Y	50	ALL	3
New (required)	Quality Assurance Manager	139914	1	149/594/152	Aviation Services	Group 1			Y	55	ALL	3
New (required)	Aircraft Painter	324311	3	149/594/152	Aviation Services	Group 1	Y	Y	Y	50	ALL	3
New (required)	Naval Architect (Marine Designer)	233916	1	M69	Marine Services	Group 1			Y	55	ALL	5
New (required)	Program or Project Administrator	511112	2	M69	Marine Services	Group 1			Y	50	ALL	20
New (required)	Contract Administrator	511111	2	M69	Marine Services	Group 1			Y	50	ALL	20
New (required)	External Auditor	221213	1	M69	Finance	Group 1			Y	55	ALL	3
New (required)	Internal Auditor	221214	1	M69	Finance	Group 1			Y	55	ALL	3

S. 47G(1)(a)

New (required)	Carpenter	331212	3	H44/H45	Trades	Group 1	Y	Y	Y	50	REMOTE	3	S. 47G(1)(a)
New (required)	Office Manager	512111	2	H44/H45	Management & Admin	Group 1			Y	50	REMOTE	3	
New (required)	Other Hospitality, Retail and Service Managers (nec)	349999	2	H44/H45	Tourism & Hospitality	Group 1			Y	50	REMOTE	13	
New (required)	Commercial Housekeeper	811411	5	H44/H45	Tourism & Hospitality	Group 7	Y	Y	NO	Nil	REMOTE	40	
New (required)	Other Hospitality Workers ne	431999	5	H44/H45	Tourism & Hospitality	Group 7	Y	Y	NO	Nil	REMOTE	38	
New (required)	Fruit or Nut Farm Worker	841211	5	A1	Agriculture	Group 7	Y	Y	NO	Nil	REMOTE	12	
New (required)	Fruit or Nut Picker	841212	5	A1	Agriculture	Group 7	Y	Y	NO	Nil	REMOTE	12	
New (required)	Mixed Crop and Livestock Farm Worker	841611	5	A1	Agriculture	Group 7	Y	Y	NO	Nil	REMOTE	12	
New (required)	Bar Attendant	431111	4	H44/H45	Tourism & Hospitality	Group 6	Y		Y	50	REMOTE	6	

New (required)	Life Science Technician	311413	2	P81/P82	Professionals	Group 1			Y	50	ALL	3
New (required)	Database Administrator	262111	1	M70	ICT	Group 1			Y	55	ALL	3
New (required)	Dentist	252312	1	M69	Health & Welfare	Group 1			Y	55	ALL	6
New (required)	Architectural, Building and Surveying Technicians nec	312199	2	E31	Construction & Engineering	Group 1			Y	50	ALL	5
New (required)	Veterinarian	234711	1	M69	Health & Welfare	Group 1			Y	55	ALL	7
New (required)	Pressure Welder	322312	3	C22	Construction & Engineering	Group 1	Y	Y	Y	50	ALL	8
New (required)	Metal Fabricator/Boilermaker	322311	3	C22	Construction & Engineering	Group 1	Y	Y	Y	50	ALL	8
New (required)	Food Trades Assistants NEC	851299	5	H44/H45	Tourism & Hospitality	Group 7	Y		NO	Nil	REMOTE	6
New (required)	Waiter	431511	4	H44/H46	Tourism & Hospitality	Group 6	Y		Y	50	REMOTE	14
New (required)	Clinical Psychologist	272311	1	M69	Health & Welfare	Group 1			Y	55	ALL	5
New (required)	Preschool Aide	422115	4	P80	Social Services	Group 5	Y		Y	50	ALL	10
New (required)	Early Childhood (Pre-primary School) Teacher	241111	1	P80	Social Services	Group 1			Y	55	ALL	10
New (required)	Midwife	254111	1	Q85	Health & Welfare	Group 1			Y	55	ALL	10

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New (required)	Brewer	070499	4	H45	Trades	Group 4	Y	Y	Y	50	ALL	5
New (required)	Forklift Driver	721311	4	A01/A03/A04	Trades	Group 6	Y	Y	Y	50	REMOTE	4
New (required)	Mechanical Engineering Technician	312512	2	A01/A03/A04	Engineering	Group 1			Y	50	ALL	4
New (required)	Outdoor Adventure Instructor	452215	4	R91	Tourism & Hospitality	Group 6	Y		Y	50	ALL	10
New (required)	Outdoor Adventure Guides nec	452299	4	R91	Tourism & Hospitality	Group 6	Y		Y	50	ALL	10
New (required)	Geologist	234411	1	B10	Professionals	Group 1			Y	55	ALL	10
New (required)	Sales and Marketing Manager	131112	1	Various	Management & Admin	Group 1			Y	55	ALL	10
New (required)	Medical Administrator	134211	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	3
New (required)	Retail Manager (General)	142111	2	G42	Management & Admin	Group 1			Y	50	ALL	3
New (required)	Accountant	221111	1	M69/various	Finance	Group 1			Y	55	ALL	3

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New (required)	Marine Surveyor	231215	1	M69	Marine Services	Group 1			Y	55	ALL	3	S. 47G(1)(a)
New (required)	Civil Engineer	233211	1	M69	Engineering	Group 1			Y	55	ALL	6	
New (required)	Medical Diagnostic Radiographer	251211	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	6	
New (required)	Sonographer	251214	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	6	
New (required)	Occupational Therapist	252411	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	10	
New (required)	Physiotherapist	252511	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	10	
New (required)	Podiatrist	252611	1	Q85	Health & Welfare	Group 1			Y	55	ALL	10	
New (required)	General Practitioner	253111	1	Q85	Health & Welfare	Group 1			Y	55	ALL	30	
New (required)	Resident Medical Officer	253112	1	Q84	Health & Welfare	Group 1			Y	55	ALL	120	

New (required)	Anaesthetist	253211	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	S. 47G(1)(a)
New (required)	Specialist Physician (General)	253311	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	15	
New (required)	Cardiologist	253312	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Clinical Haematologist	253313	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Medical Oncologist	253314	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Endocrinologist	253315	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Gastroenterologist	253316	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Intensive Care Specialist	253317	1	Q84	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Neurologist	253318	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Paediatrician	253321	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Renal Medicine Specialist	253322	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	

New (required)	Rheumatologist	253323	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	s. 47G(1)(a)
New (required)	Thoracic Medicine Specialist	253324	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Specialist Physician Nec.	253399	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Psychiatrist	253411	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	14	
New (required)	Surgeon (General)	253511	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Orthopaedic Surgeon	253514	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Plastic & Reconstructive Surg	253517	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Urologist	253518	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Vascular Surgeon	253521	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Dermatologist	253911	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Emergency Medicine Speciali	253912	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	

New (required)	Obstetrician & gynaecologist	253913	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	s. 47G(1)(a)
New (required)	Ophthalmologist	253914	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Radiation Oncologist	253918	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Medical Practitioners	253999	1	Q84/Q85	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Nurse Practitioner	254411	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	26	
New (required)	Registered Nurse (Aged Care)	254412	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	30	
New (required)	Registered Nurse (Child and Family Health)	254413	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Registered Nurse (Community Health)	254413	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Registered Nurse (Critical Care and Emergency)	254415	1	Q84	Health & Welfare	Group 1			Y	55	ALL	15	
New (required)	Registered Nurse (Developmental Disability)	254416	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	3	

New (required)	Registered Nurse (Disability and Rehabilitation)	254416	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	3	S. 47G(1)(a)
New (required)	Registered Nurse (Medical)	254418	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	20	
New (required)	Registered Nurse (Medical Practice)	254421	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Registered Nurse (Mental Health)	254422	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Registered Nurse (Perioperative)	254423	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	5	
New (required)	Registered Nurse (Surgical)	254424	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	8	
New (required)	Registered Nurse (nec)	254499	1	Q84/Q85/Q86/Q87	Health & Welfare	Group 1			Y	55	ALL	26	
New (required)	Web Developer	261212	1	J54/J57	Media & Communication	Group 1			Y	55	ALL	6	
New (required)	Multimedia Specialist	261211	1	J54/J57	Media & Communication	Group 1			Y	55	ALL	6	
New (required)	Anaesthetic Technician	311211	2	A01/A05	Health & Welfare	Group 1			Y	50	ALL	3	

New (required)	Civil Engineering Draftsperson	312211	2	M69	Engineering	Group 1			Y	50	ALL	3
New (required)	Textile, Clothing and Footwear Mechanic	323215	3	C13/594	Mechanical	Group 1	Y		Y	50	ALL	2
New (required)	Electrician	341111	3	S94	Trades	Group 1	Y		Y	50	ALL	10
New (required)	Air Conditioning & Refrigeration Mechanic	342111	3	E32/594	Mechanical	Group 1	Y		Y	50	ALL	11
New (required)	Baker	351111	3	C11	Tourism & Hospitality	Group 1	Y	Y	Y	50	ALL	5
New (required)	Pastry Cook	351112	3	C11	Tourism & Hospitality	Group 1	Y	Y	Y	50	ALL	4
New (required)	Landscape Gardener	362213	3	E32	Trades	Group 1	Y		Y	50	ALL	3
New (required)	Dental Technician	411213	2	Q85	Health & Welfare	Group 1			Y	50	ALL	3
New (required)	Child Care Group Leader	421111	2	Q87	Social Services	Group 1			Y	50	ALL	3
New (required)	Personal Care Assistant	423313	4	Q86	Health & Welfare	Group 5	Y		Y	50	ALL	40
New (required)	Hotel or Motel Receptionist	542113	4	H44	Tourism & Hospitality	Group 6	Y		Y	50	ALL	14

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New (required)	Retail Supervisor	621511	4	G39/G40/G41/G42	Management & Admin	Group 6	Y		Y	50	ALL	5	S. 47G(1)(a)
New (required)	Earthmoving Plant Operator (General)	721211	4	E30/E31/E32/B08/B09/B10/ various	Trades	Group 6	Y	Y	Y	50	ALL	5	
New (required)	Mobile Plant Operators (nec)	721999	4	E30/E31/E32/B08/B09/B10/ various	Trades	Group 6	Y	Y	Y	50	REMOTE	6	
New (required)	Bar Attendant (Supervisor)	070499	4	H45	Tourism & Hospitality	Group 4	Y		Y	50	ALL	16	
New (required)	Housekeeping Supervisor	070499	4	H44	Tourism & Hospitality	Group 4	Y		Y	50	ALL	10	
New (required)	Marine Environment Interpreter	070499	1	N72	Tourism & Hospitality	Group 2			Y	50	ALL	5	
New (required)	Night Auditor	070499	3	H44	Tourism & Hospitality	Group 3	Y		Y	50	ALL	4	
New (required)	Waiter (supervisor)	070499	4	H45	Tourism & Hospitality	Group 4	Y		Y	50	ALL	4	
New (required)	Diving Instructor (Tourism or Photography)	070499	3	N72	Tourism & Hospitality	Group 3	Y		Y	50	ALL	10	
New (required)	Sewing Machinist	711611	4	C13	Trades	Group 6	Y	Y	Y	50	ALL	5	
Remove (not currently required)	Drug and Alcohol Counsellor	272112	1	Q87	Health & Welfare					55			
Remove (not currently required)	Counsellors (nec)	272199	1	Q84/Q85/Q86/Q87	Health & Welfare					55			

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Remove (not currently required)	Gardener (General)	362211	3	Various	Trades								S. 47G(1)(a)		
Remove (not currently required)	Arborist	362212	3	A03/A01	Trades										
Remove (not currently required)	Travel Consultant	451612	3	N72	Tourism & Hospitality										
Remove (not currently required)	Travel Attendants (nec)	451799	4	N72	Tourism & Hospitality										
Remove (not currently required)	Property Manager	612112	3	H44	Management & Admin										
Remove (not currently required)	Agricultural and Horticultural Mobile Plant Operator	721111	4	A01/A03/A05	Agriculture										
Remove (not currently required)	Charter and Tour Bus Driver	731212	4	N72/I46	Tourism & Hospitality										
Remove (not currently required)	Ship's Master	231213	1	I48/I52	Marine Services										
Remove (not currently required)	Ship's Officer	231214	1	I48/I52	Marine Services										

ATTACHMENT A2

Cairns Chamber of Commerce
FNQ DAMA Deed of Variation Request
Business and Employment data.

(Source: [Far North Queensland Regional Organisation of Councils economic data](#))

Table 1. Total Registered Businesses by Industry

Registered businesses by industry reset export

FNQROC - total registered businesses		2020		2019		change	
Industry	Number	%	% Queensland	Number	%	% Queensland	2019 to 2020
Agriculture, Forestry and Fishing	4,357	17.1	8.8	4,401	17.2	8.8	-44
Mining	130	0.5	0.4	129	0.5	0.4	+2
Manufacturing	837	3.3	3.6	877	3.4	3.6	-40
Electricity, Gas, Water and Waste Services	70	0.3	0.3	75	0.3	0.3	-6
Construction	4,145	16.3	16.6	4,197	16.4	16.6	-52
Wholesale Trade	521	2.0	2.9	531	2.1	2.9	-10
Retail Trade	1,402	5.5	5.5	1,436	5.6	5.5	-34
Accommodation and Food Services	1,301	5.1	3.8	1,323	5.2	3.8	-22
Transport, Postal and Warehousing	1,792	7.0	7.6	1,787	7.0	7.6	+5
Information Media and Telecommunications	148	0.6	0.7	150	0.6	0.7	-2
Financial and Insurance Services	1,534	6.0	8.3	1,547	6.1	8.3	-13
Rental, Hiring and Real Estate Services	2,758	10.8	11.4	2,729	10.7	11.4	+29
Professional, Scientific and Technical Services	2,051	8.1	11.6	2,036	8.0	11.6	+15
Administrative and Support Services	1,094	4.3	4.2	1,066	4.2	4.2	+28
Public Administration and Safety	86	0.3	0.3	84	0.3	0.3	+2
Education and Training	285	1.1	1.5	319	1.2	1.5	-34
Health Care and Social Assistance	1,316	5.2	6.3	1,230	4.8	6.3	+86
Arts and Recreation Services	268	1.1	1.2	271	1.1	1.2	-3
Other Services	1,308	5.1	4.9	1,312	5.1	4.9	-4
Industry not classified	39	0.2	0.1	43	0.2	0.1	-4
Total business	25,442	100.0	100.0	25,543	100.0	100.0	-101

Source: Australian Bureau of Statistics, Counts of Australian Businesses, including Entries and Exits, 2016 to 2020 (note: Non-employing businesses includes sole proprietors where the proprietor does not receive a wage or salary separate to the business income). All informed decisions.
Please refer to specific data notes for more information.

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Table 2. Registered Businesses by Industry (employing 1-19 people)

Registered businesses by industry

reset export

FNQROC - businesses employing 1 to 19 people				2020			2019			change
Industry	Number	%	% Queensland	Number	%	% Queensland	2019 to 2020			
Agriculture, Forestry and Fishing	1,136	12.4	5.3	1,187	12.7	5.3	-51			
Mining	47	0.5	0.4	40	0.4	0.4	+7			
Manufacturing	421	4.6	4.8	422	4.5	4.8	-1			
Electricity, Gas, Water and Waste Services	31	0.3	0.4	41	0.4	0.4	-10			
Construction	1,713	18.8	19.2	1,729	18.4	19.2	-16			
Wholesale Trade	228	2.5	3.9	243	2.6	3.9	-15			
Retail Trade	787	8.6	8.0	844	9.0	8.0	-57			
Accommodation and Food Services	776	8.5	7.0	806	8.6	7.0	-30			
Transport, Postal and Warehousing	464	5.1	4.5	406	5.2	4.5	-22			
Information Media and Telecommunications	51	0.6	0.7	58	0.6	0.7	-7			
Financial and Insurance Services	241	2.6	3.6	248	2.6	3.6	-7			
Rental, Hiring and Real Estate Services	458	5.0	5.1	469	5.0	5.1	-11			
Professional, Scientific and Technical Services	832	9.1	14.1	840	9.0	14.1	-8			
Administrative and Support Services	438	4.8	4.5	444	4.7	4.5	-6			
Public Administration and Safety	44	0.5	0.3	37	0.4	0.3	+7			
Education and Training	131	1.4	1.8	143	1.5	1.8	-12			
Health Care and Social Assistance	545	6.0	7.7	536	5.7	7.7	+9			
Arts and Recreation Services	102	1.1	1.3	117	1.2	1.3	-15			
Other Services	680	7.4	7.3	681	7.3	7.3	-1			
Industry not classified	8	0.1	0.1	12	0.1	0.1	-4			
Total business	9,133	100.0	100.0	9,383	100.0	100.0	-250			

Source: Australian Bureau of Statistics, Counts of Australian Businesses, including Entries and Exits, 2016 to 2020. Note: Non-employing businesses includes sole proprietors where the proprietor does not receive a wage or salary separate to the business income. *id informed decisions.*
Please refer to specific data notes for more information.

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Table 3. Registered Businesses by Industry (employing 20-199 people)

Registered businesses by industry

reset export

FNQROC - businesses employing 20 to 199 people				2020			2019			change
Industry	Number	%	% Queensland	Number	%	% Queensland	2019 to 2020			
Agriculture, Forestry and Fishing	153	20.2	5.4	177	23.0	5.4	-24			
Mining	6	0.8	0.8	8	1.0	0.8	-2			
Manufacturing	39	5.2	10.5	45	5.9	10.5	-6			
Electricity, Gas, Water and Waste Services	0	0	0.3	3	0.4	0.3	-3			
Construction	67	8.9	11.4	69	9.0	11.4	-2			
Wholesale Trade	25	3.3	5.8	24	3.1	5.8	+1			
Retail Trade	62	8.2	10.0	63	8.2	10.0	-1			
Accommodation and Food Services	141	18.7	14.2	126	16.4	14.2	+15			
Transport, Postal and Warehousing	52	6.9	4.3	51	6.6	4.3	+1			
Information Media and Telecommunications	3	0.4	0.6	3	0.4	0.6	0			
Financial and Insurance Services	5	0.7	1.4	3	0.4	1.4	+2			
Rental, Hiring and Real Estate Services	22	2.9	3.8	22	2.9	3.8	0			
Professional, Scientific and Technical Services	38	5.0	8.9	31	4.0	8.9	+7			
Administrative and Support Services	58	7.7	7.4	60	7.8	7.4	-2			
Public Administration and Safety	6	0.8	0.8	14	1.8	0.8	-8			
Education and Training	15	2.0	2.7	13	1.7	2.7	+2			
Health Care and Social Assistance	41	5.4	7.4	28	3.6	7.4	+13			
Arts and Recreation Services	11	1.5	1.6	15	2.0	1.6	-4			
Other Services	12	1.6	2.5	13	1.7	2.5	-1			
Industry not classified	0	0	0.0	0	0	0.0	0			
Total business	756	100.0	100.0	768	100.0	100.0	-12			

Source: Australian Bureau of Statistics, 'Counts of Australian Businesses, including Entries and Exits, 2016 to 2020' Note: Non-employing businesses includes sole proprietors where the proprietor does not receive a wage or salary separate to the business income. ¹id informed decisions
Please refer to specific data notes for more information

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Table 4. Registered Businesses by Industry (employing 200 or more people)

Registered businesses by industry

reset ↺ export ↗

FNQROC - businesses employing 200 or more people				2020			2019			change
Industry	Number	%	% Queensland	Number	%	% Queensland	2019 to 2020			
Agriculture, Forestry and Fishing	3	20.0	5.3	3	20.0	5.3	0			
Mining	3	20.0	5.1	0	0	5.1	+3			
Manufacturing	0	0	10.9	0	0	10.9	0			
Electricity, Gas, Water and Waste Services	0	0	1.6	0	0	1.6	0			
Construction	0	0	3.7	0	0	3.7	0			
Wholesale Trade	0	0	4.7	0	0	4.7	0			
Retail Trade	0	0	3.9	0	0	3.9	0			
Accommodation and Food Services	6	40.0	11.7	3	20.0	11.7	+3			
Transport, Postal and Warehousing	0	0	5.7	0	0	5.7	0			
Information Media and Telecommunications	0	0	0.6	0	0	0.6	0			
Financial and Insurance Services	0	0	3.9	0	0	3.9	0			
Rental, Hiring and Real Estate Services	0	0	2.3	0	0	2.3	0			
Professional, Scientific and Technical Services	0	0	5.9	0	0	5.9	0			
Administrative and Support Services	3	20.0	14.3	3	20.0	14.3	0			
Public Administration and Safety	0	0	1.4	0	0	1.4	0			
Education and Training	0	0	5.6	3	20.0	5.6	-3			
Health Care and Social Assistance	0	0	9.0	0	0	9.0	0			
Arts and Recreation Services	0	0	3.3	0	0	3.3	0			
Other Services	0	0	1.3	3	20.0	1.3	-3			
Industry not classified	0	0	0	0	0	0	0			
Total business	15	100.0	100.0	15	100.0	100.0	0			

Source: Australian Bureau of Statistics, Counts of Australian Businesses, including Entries and Exits, 2016 to 2020 Note: Non-employing businesses includes sole proprietors where the proprietor does not receive a wage or salary separate to the business income. id informed decisions
Please refer to specific data notes for more information

Table 5. Employment (total) by Industry

Employment (total) by industry

reset export

FNQROC	2019/20			2014/15			Change
Industry	± Number ±	% ±	Queensland	± Number ±	% ±	Queensland	2014/15 - 2019/20 ±
Agriculture, Forestry and Fishing	9,673	7.1	3.1	8,991	7.2	2.8	+682
Mining	2,747	2.0	2.6	1,853	1.5	2.8	+894
Manufacturing	7,250	5.3	6.9	6,679	5.4	7.0	+571
Electricity, Gas, Water and Waste Services	1,516	1.1	1.2	1,352	1.1	1.3	+165
Construction	12,762	9.4	9.7	9,702	7.8	9.3	+3,060
Wholesale Trade	3,562	2.6	3.1	2,910	2.3	3.1	+653
Retail Trade	13,237	9.7	9.5	13,365	10.7	10.2	-128
Accommodation and Food Services	11,780	8.7	7.2	12,084	9.7	7.3	-304
Transport, Postal and Warehousing	7,176	5.3	5.1	6,929	5.6	5.2	+247
Information Media and Telecommunications	1,207	0.9	1.4	1,000	0.8	1.4	+207
Financial and Insurance Services	2,927	2.2	2.6	1,881	1.5	2.7	+1,046
Rental, Hiring and Real Estate Services	2,063	1.5	1.9	2,223	1.8	2.0	-160
Professional, Scientific and Technical Services	6,366	4.7	7.1	5,465	4.4	6.8	+901
Administrative and Support Services	4,193	3.1	3.3	4,742	3.8	3.5	-549
Public Administration and Safety	9,581	7.1	6.8	9,148	7.4	6.6	+433
Education and Training	12,052	8.9	9.0	11,402	9.2	9.1	+649
Health Care and Social Assistance	19,195	14.1	13.8	16,672	13.4	12.9	+2,522
Arts and Recreation Services	2,661	2.0	1.7	2,555	2.1	1.7	+106
Other Services	5,854	4.3	4.0	5,393	4.3	4.2	+461
Total Industries	135,803	100.0	100.0	124,346	100.0	100.0	+11,457

Source: National Institute of Economic and Industry Research (NIEIR) ©2021. Compiled and presented in economy.id by id informed decisions. NIEIR-ID data are adjusted each year, using updated employment estimates. Each release may change previous years' figures. Learn more
Please refer to specific data notes for more information

BREWER

Position Details

Occupation: Brewer (equivalent to ANZSCO Skill Level 4)
6-digit Code: 070499
Reports to: Manager

Position Description: The role of the Brewer is to lead and manage the beer brewing process in a craft brewery, from procuring quality ingredients, through the brewing and fermentation process, to ensuring the product is packaged and bottled appropriately. The Brewer is also responsible for quality control at each stage of the brewing and fermentation process, using appropriate testing equipment and laboratory experiments. The Brewer is also responsible for training and developing brewery workers in the art of brewing, and for developing new beer varieties.

Main Duties and Tasks (may include but not limited to):

- Procuring and selecting quality ingredients;
- Undertaking the brewing process to the required recipe and formula;
- Completing quality control checks and conducting laboratory tests during brewing and fermentation process;
- Developing new beer varieties and examining samples to assess market suitability;
- Establishing and maintaining standards for producing, packaging and marketing beer;
- Maintaining and sterilising brewing tanks and equipment;
- Supervising, co-ordinating, training and mentoring assistant brewers/brewery workers in all aspects of the brewing process, ensuring Workplace Health and Safety standards are understood and followed;
- Maintaining accurate records and reporting maintenance issues.

Skills, qualifications and experience:

- Have at least a relevant AQF or equivalent Certificate III with at least one year (20 plus hours per week) relevant post-qualification experience; or
- Have at least two years (35 hours per week) relevant work experience.

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Australian Government
Department of Home Affairs

Attachment C

FNQ DAMA: Requested Terms, Ceilings, Occupations and Concessions

The Cairns Chamber of Commerce seeks a broad range of amendments to the terms, ceilings, occupations and concessions for their DAMA based on their local needs.

Table 1 provides detailed information regarding the proposed changes, and the Department's recommendations, to support your decision to agree or not agree to the change.

Table 2 provides a full list of occupations being sought by the Cairns Chamber of Commerce, and requested concessions.

Should you choose to do so, you may indicate your agreement to all 110 requested Skill Level 1 to 4 occupations by circling "Agreed" in the Minister's Decision column in **Table 1** below. Alternatively, you may choose to indicate your individual decisions in relation to each of the 110 requested occupations by circling the relevant option as identified in the Minister's Decision column in **Table 2** below.

Table 1: FNQ DAMA concessions and Department of Home Affairs recommendations

Concession	Far North Queensland requested concession details	Department Comments	Minister's Decision
Designated Area	Agree to expand the designated area to include Cape York and the Torres Strait.	s. 47C(1)	Agree to include the Cook Shire Council, Weipa Town Authority, and Torres Shire Council areas only. <u>Agreed</u> / not agreed / please discuss


Concession	Far North Queensland requested concession details	Department Comments	Minister's Decision
		s. 47C(1)	
Ceiling	Agree that maximum number of approved nominations be increased from 200 to 350 in year three.		<p>Nomination ceiling of:</p> <ul style="list-style-type: none"> 350 (Requested) Agreed / not agreed / please discuss <p>OR</p> <ul style="list-style-type: none"> 200 (Recommended) Agreed / not agreed / please discuss

Concession	Far North Queensland requested concession details	Department Comments	Minister's Decision
		s. 47C(1)	
Occupations	Agree to remove 22 occupations from the current list of 70 approved occupations, as requested by the Cairns Chamber of Commerce. See Table 2 for a list of occupations to be removed from the DAMA.		Agreed / not agreed / please discuss
	Agree to add 110 Skill Level 1 to 4 occupations (including six non-ANZSCO occupations):		Agreed / not agreed / please discuss
	<ul style="list-style-type: none"> • Bar Attendant (Supervisor) (Skill Level 4); • Brewer (Skill Level 4); • Diving Instructor (Tourism or Photography) (Skill Level 3); • Housekeeping Supervisor (Skill Level 4); • Marine Environment Interpreter (Skill Level 1); and • Waiter Supervisor (Skill Level 4). <p>The following eight occupations are being requested for remote locations outside of Cairns only:</p> <ul style="list-style-type: none"> • Bar Attendant (Skill Level 4); • Carpenter (Skill Level 3); • Forklift Driver (Skill Level 4); • Mobile Plant Operators (nec) (Skill Level 4); • Office Manager (Skill Level 2); 		<p>OR</p> <p>Provide your decision at Table 2 on individual occupations.</p>

Concession	Far North Queensland requested concession details	Department Comments	Minister's Decision
	<ul style="list-style-type: none"> Other Hospitality, Retail and Service Managers (nec); Personal Assistant (Skill Level 2); and Waiter (Skill Level 4). <p>See Table 2 for a full list of 110 occupations.</p>		
	<p>Agree to add six ANZSCO Skill level 5 occupations as identified in Table 2 below:</p> <ul style="list-style-type: none"> Commercial Housekeeper; Other Hospitality Workers nec; Food Trades Assistants NEC; Fruit or Nut Farm Worker; Fruit or Nut Picker; and Mixed Crop and Livestock Farm Worker. <p>Note: The occupations above are being requested for remote locations outside of Cairns only.</p>	s. 47C(1)	<p>Agreed / not agreed / please discuss</p> <p>OR</p> <p>Provide your decision at Table 2 on individual occupations.</p>
Skills Assessments	Agree to remove the requirement for a mandatory skills assessment.		Agreed / not agreed / please discuss
Work Experience	Agree to reduce the two-year post qualification work experience requirement whereby, depending on the skill level of the occupation and Australian Qualifications Framework (AQF) qualification held by the visa applicant,		<p>Agreed / not agreed / please discuss</p> <p><i>Include SESR.</i></p>

Concession	Far North Queensland requested concession details	Department Comments	Minister's Decision
	the applicant requires relevant post qualification work experience of: <ul style="list-style-type: none"> one year (20 hours per week); or one and a half years (20 hours per week); or two years (35 hours per week); or two years (38 hours per week). 	s. 47C(1)	
Work Experience	Agree to consider employment "full-time" where the visa applicant works at least 35 hours per week.		Agreed / not agreed / please discuss
	Agree to consider work undertaken as a part-time employee that is equivalent to two years full-time.		Agreed / not agreed / please discuss
	Agree that work experience counted towards being skilled (ANZSCO) also counts towards the work experience requirements.		Agreed / not agreed / please discuss
Temporary Skilled Migration Income Threshold (TSMIT)	Agree to apply the current TSMIT concession to 35 new occupations. See Table 2 for a list of the 35 occupations.		Agreed / not agreed / please discuss
English language proficiency	Agree to the following English language concession be available for both temporary and permanent visas: <ul style="list-style-type: none"> average score of IELTS 5.0 with no test component (reading, writing, listening and speaking) being less than IELTS 4.0 or equivalent (unless registration or licencing requires a higher level of English) 		English language concession of: <ul style="list-style-type: none"> Average score of IELTS 5.0 with no test component being less than IELTS 4.0 or equivalent for TSS and ENS visas (requested); Agreed / not agreed / please discuss

Concession	Far North Queensland requested concession details	Department Comments	Minister's Decision
	Table 2 specifies the 30 occupations (14 current and 16 new) requesting this concession.	s. 47C(1)	<p>OR</p> <ul style="list-style-type: none"> A TSS/SESR concession of average IELTS 5.0 with no component less than 4.0; and An ENS concession of average IELTS 5.0 with no component less than 4.5 (recommended) <p>Agreed / not agreed / please discuss</p>
Permanent residence pathway	Agree to provide a permanent residence pathway for all approved occupations, <u>excluding Skill Level 5 occupations</u> .		Agreed / not agreed / please discuss
Permanent residence pathway – Age concession	<p>Agree to an increase to the age limit for grant of a permanent visa to:</p> <ul style="list-style-type: none"> <u>55 years</u> for 79 occupations consisting of: 76 Skill Level 1 occupations; and three Skill Level 3 (Aircraft Maintenance Engineer) occupations. <u>50 years</u> for 80 Skill Level 1 to 4 occupations. 		<p>Age concession of:</p> <ul style="list-style-type: none"> <u>55 years</u> for 76 Skill Level 1 occupations and three Skill Level 3 (Aircraft Maintenance Engineer) occupations; <p>Agreed / not agreed / please discuss</p> <p>OR</p> <ul style="list-style-type: none"> <u>55 years</u> for 76 Skill Level 1 occupations only; <p>Agreed / not agreed / please discuss</p>

Concession	Far North Queensland requested concession details	Department Comments	Minister's Decision
		s. 47C(1) 	AND <ul style="list-style-type: none">50 years for 83 Skill Level 1 to 4 occupations (including three Skill Level 3 (Aircraft Maintenance Engineer) occupations. Agreed / not agreed / please discuss



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Update report: Employment impacts of COVID-19 in DAMA regions

Report date: 7 April 2021

This report provides an overview of unemployment rates to the LS4 level in regions currently under a DAMA as at February 2021, compared to the same period in 2020. Data source: 6291.0.55.001 Labour Force, Australia, Detailed – Table 16. Labour force status by Labour market region (ASGS) and Sex data source. Note: The ABS advises that analysis of regional labour force estimates should typically be based on annual averages, which are important for understanding the state of the labour market and providing medium and long-term signals. The application of annual averages, however, is unlikely to accurately or quickly detect turning points in the regional data during periods of significant change (such as during the onset of the COVID-19 pandemic).

This report also provides an overview of employment by industry over five years in LS4 regions under a DAMA as at end of May 2020. Data source: The SA4 - Employment by Industry Time Series, May 2020 from: ABS Labour Force Survey, four quarter average, except for Australia which is seasonally adjusted data. Note: the data sourced for this report only provides indications of any impact COVID-19 or other factors may have on industry employment outcomes and remain open to interpretation.

Please note that this report is for internal use only.

Year to year unemployment rates for DAMA regions

There are currently seven active DAMAs, which include the following LS4 regions:

- Northern Territory DAMA II – Darwin; and Northern Territory Outback
- South Australia City DAMA – Greater Adelaide
- South Australia Regional DAMA – Barossa, Yorke, Mid North; SA Outback; SA South East
- Goldfields DAMA – WA Outback (North and South)
- Far North Queensland - Cairns
- Great South Coast, Vic. DAMA – Warrnambool and South West
- Orana DAMA – Far West and Orana

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As at end of February 2021, data indicates an general increase in levels of unemployment from February 2020 to February 2021. Australia's overall unemployment rate (persons) over the year increased by 0.8%, from 5.5% in 2020 to 6.3% in 2021. The average increase in unemployment across DAMA regions during this time period is 4.64%, and the average decrease in unemployment 1.66%. This report is a static snapshot from one year to the next, noting that Australia was unaffected by the COVID-19 pandemic in February 2020. Unemployment rates have moved up and down over the past year, and it is unhelpful to average out a yearly average due to it being early in the year (a date range of two months), see [Appendix A](#) for details and caution in interpreting results.

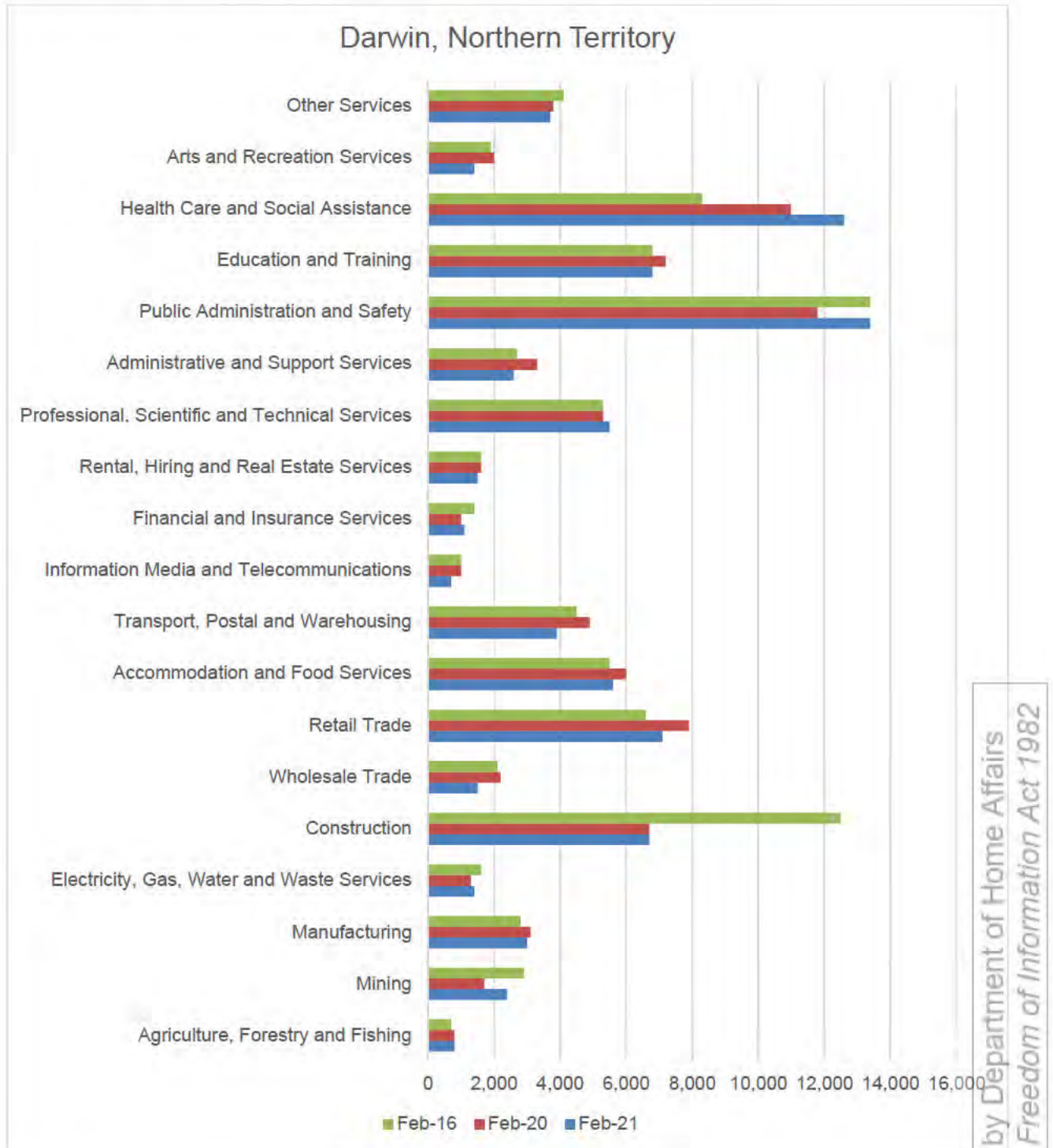
- Five DAMA regions have increased unemployment rates from February 2020 to February 2021:
 - Greater Adelaide City – unemployment increased by 1.5%, from 6.1% in 2020 to 7.6% in 2021
 - South Australia Outback – unemployment increased by 4.6%, from 7.7% in 2020 to 12.3% in 2021
 - Cairns – unemployment increased by 4.3%, from 4.4% in 2020 to 8.7% in 2021
 - Warrnambool and South West Victoria – unemployment increased by 3.8%, from 3.6% in 2020 to 7.4% in 2020
 - Far West and Orana, NSW – unemployment increased by 9.0%, from 1.8% in 2020 to 10.8% in 2021.
 - Cairns, Qld. – unemployment rose from 4.2% in 2019 to 6.8% in 2020
- Five DAMA regions have decreased unemployment from February 2020 to February 2021:
 - Darwin – unemployment decrease by 0.9%, from 6.1% in 2020 to 5.2% in 2021
 - Northern Territory Outback – unemployment decreased by 0.8%, from 5.8% in 2020 to 5.0% in 2021
 - Barossa, Yorke, Mid North, SA – unemployment decreased by 2.1%, from 5.2% in 2020 to 3.1% in 2021
 - South Australia South East – unemployment decreased by 1.4%, from 6.5% in 2020 to 5.1% in 2021
 - WA Outback (North and South) – unemployment decreased by 3.1%, from 9.2% in 2020 to 6.1% in 2021

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OFFICIAL: Sensitive**Employment by Industry over five years for DAMA regions**

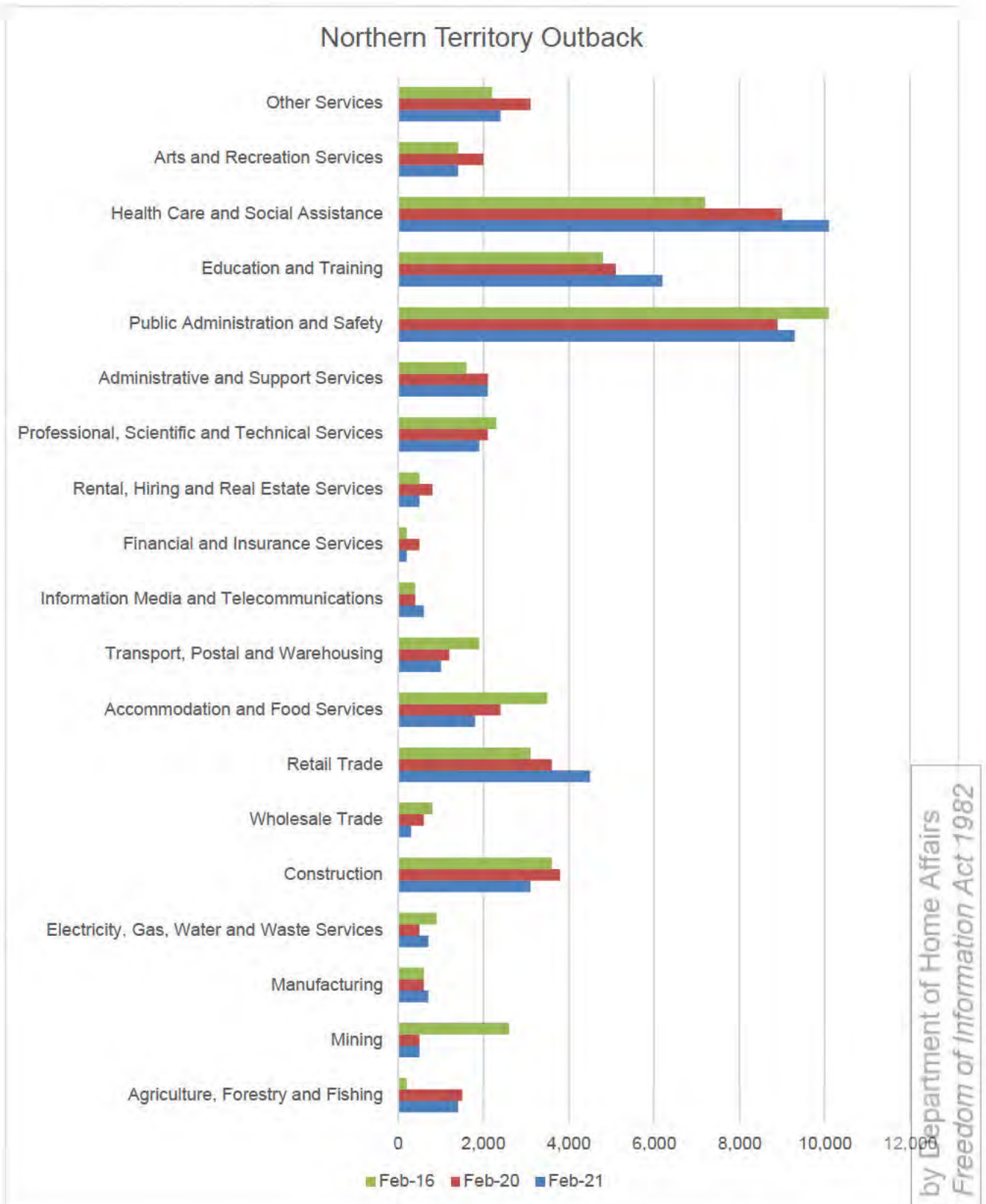
Year to end of February comparative data over 2016, 2020 and 2021 suggests variable employment outcomes per industry in each DAMA SA4 region. This data may suggest which industries have been impacted by COVID-19 or other employment factors.

- Northern Territory DAMA II – Darwin



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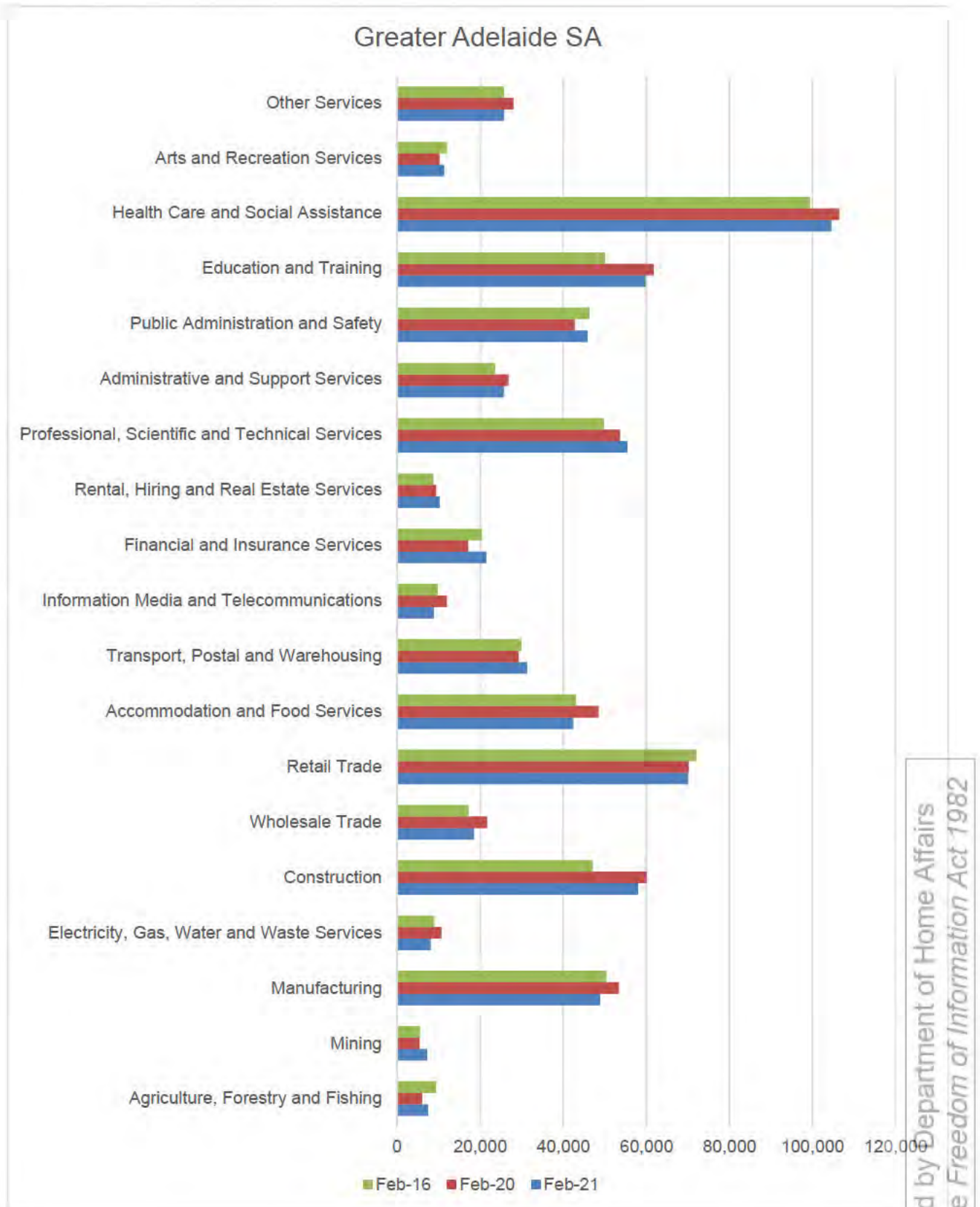
- Northern Territory DAMA II – Northern Territory Outback



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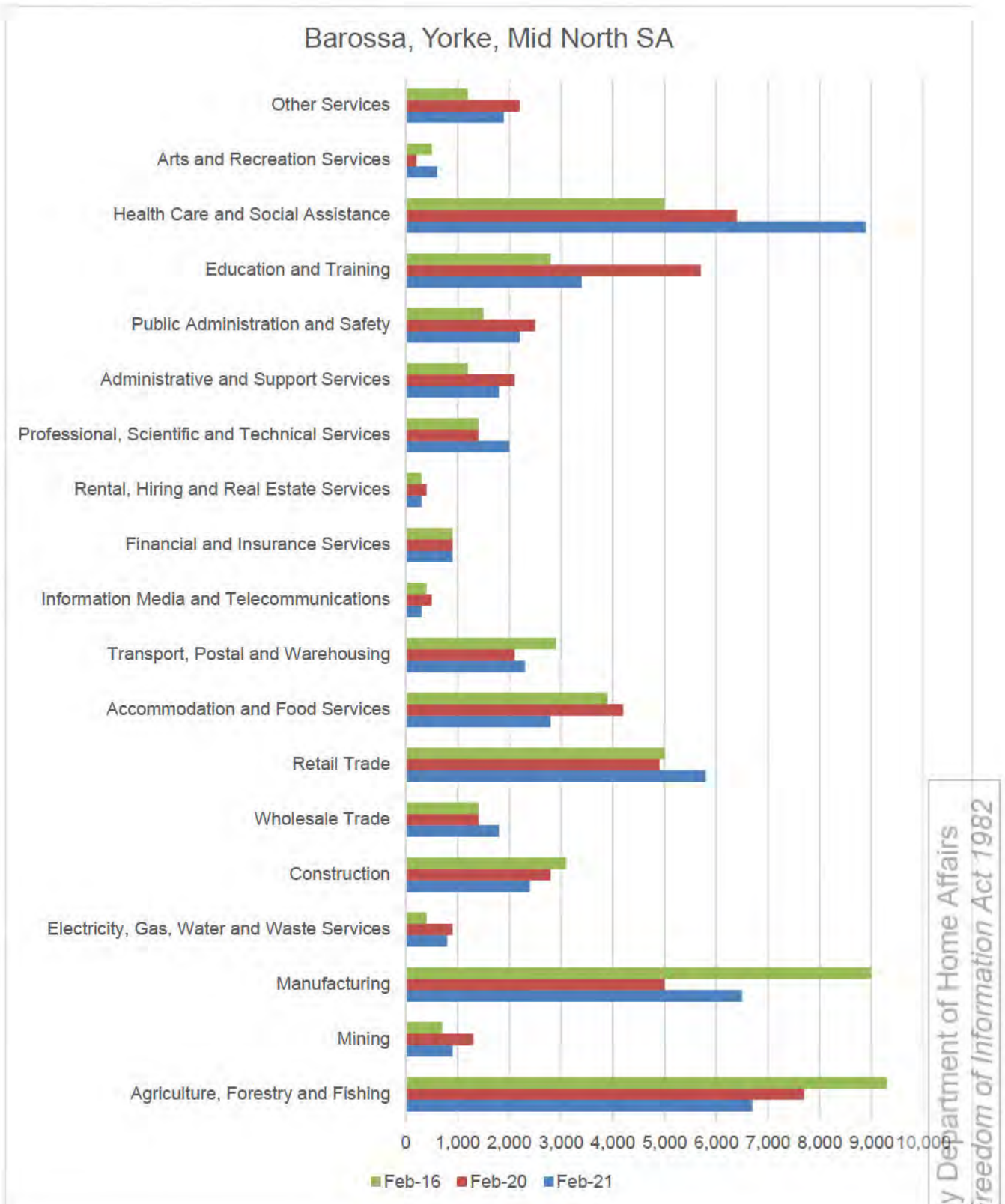
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- South Australia City DAMA – Greater Adelaide


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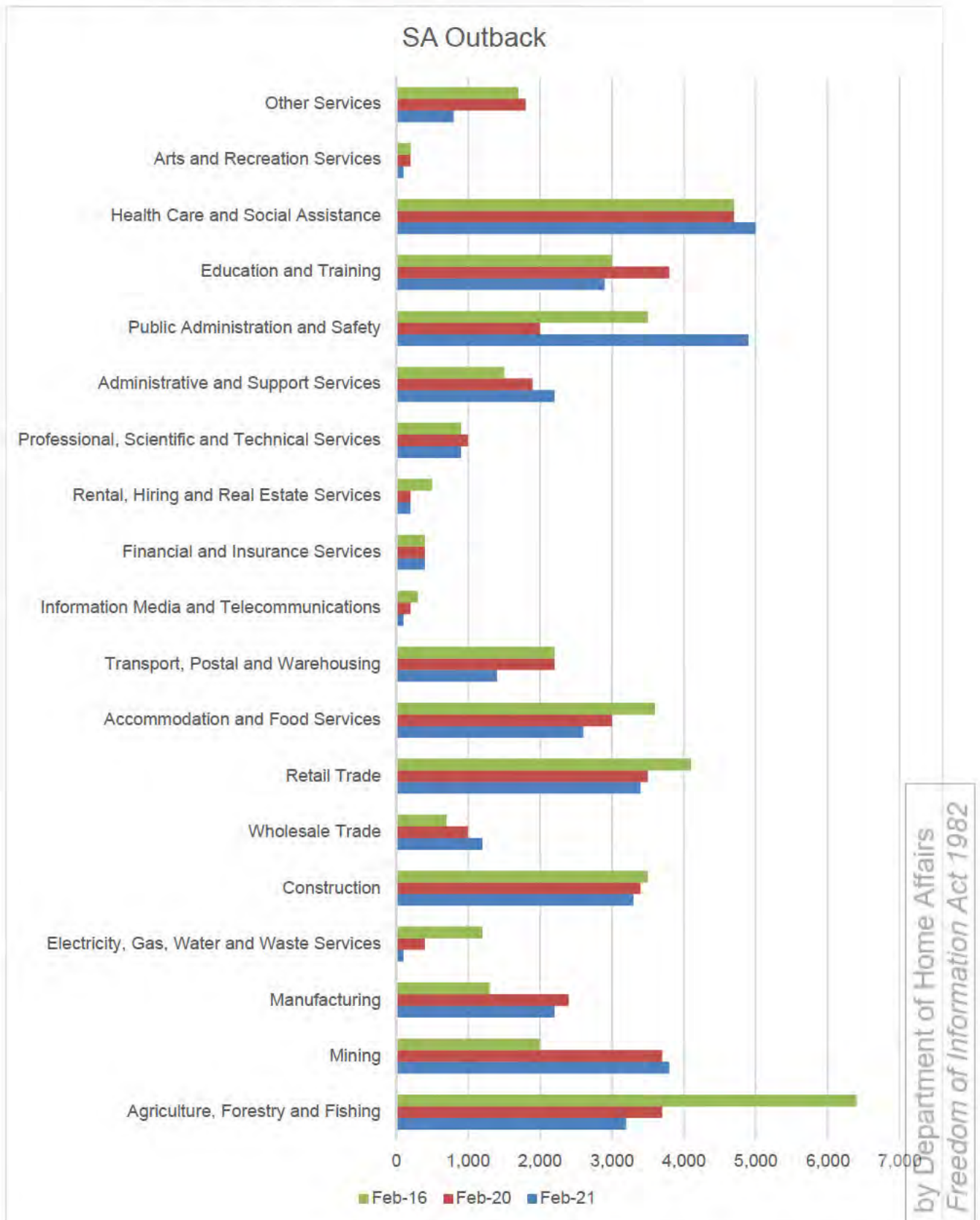
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- South Australia Regional DAMA – Barossa, Yorke, Mid North, SA



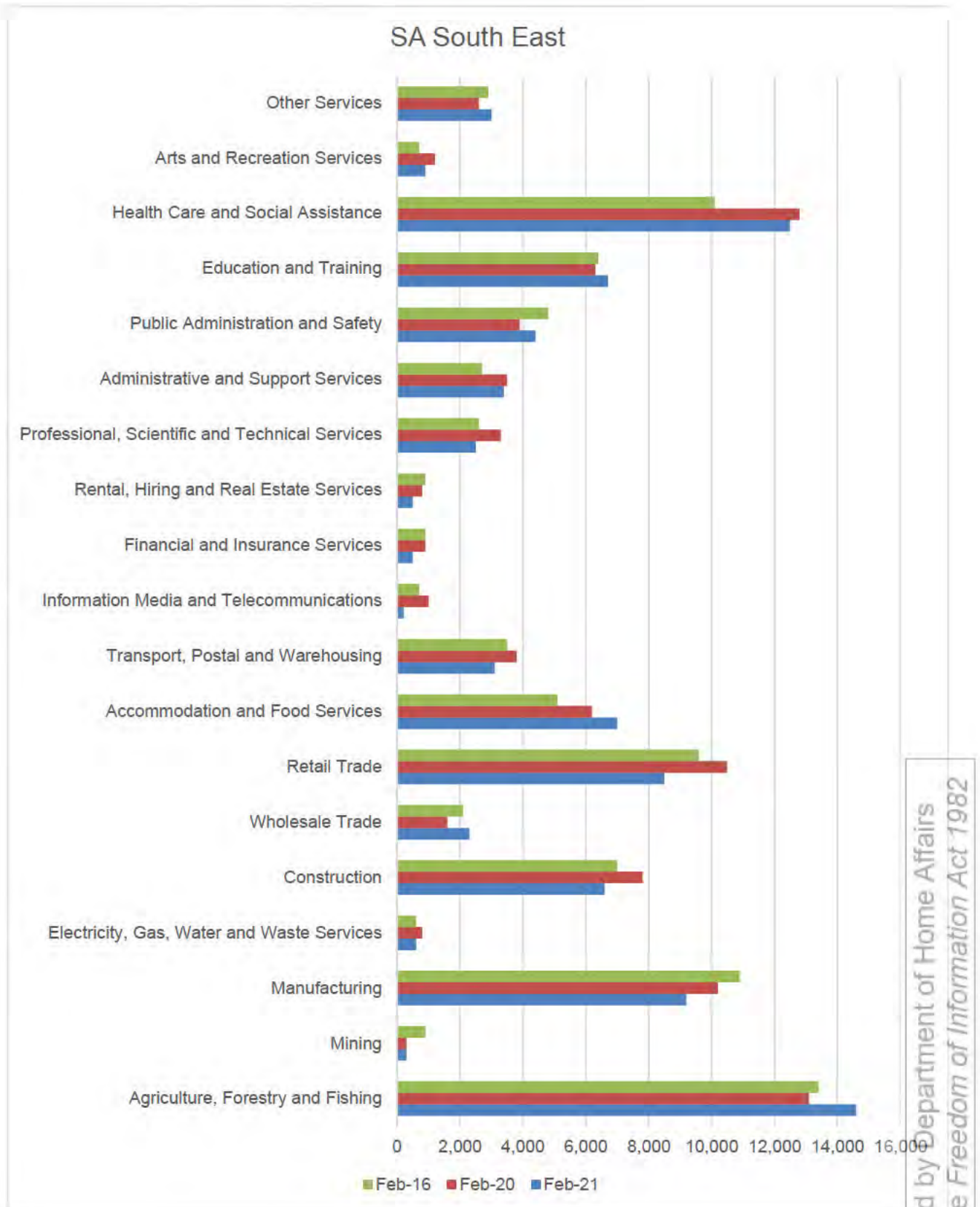
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- South Australia Regional DAMA – SA Outback



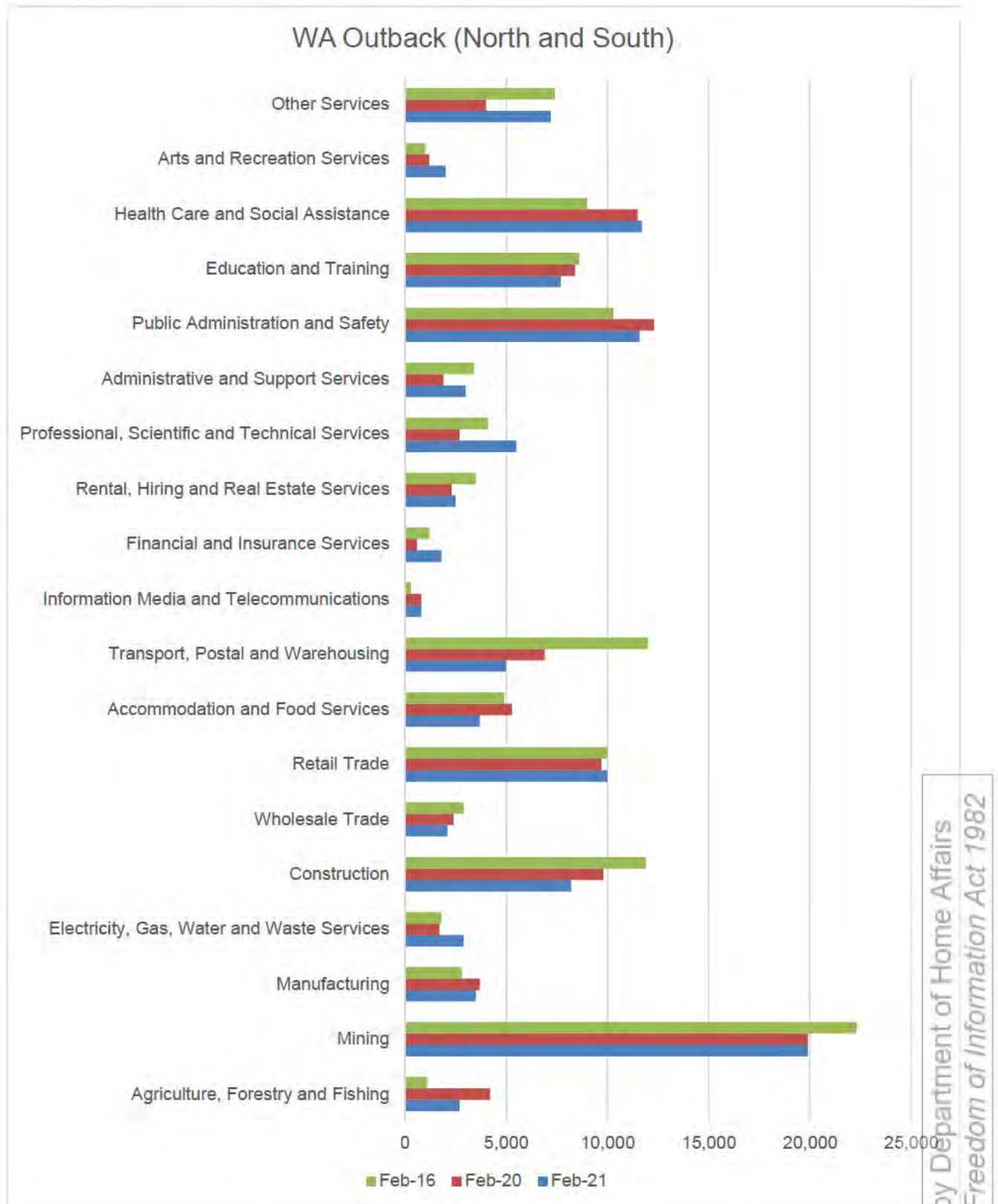
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- South Australia Regional DAMA – SA South East


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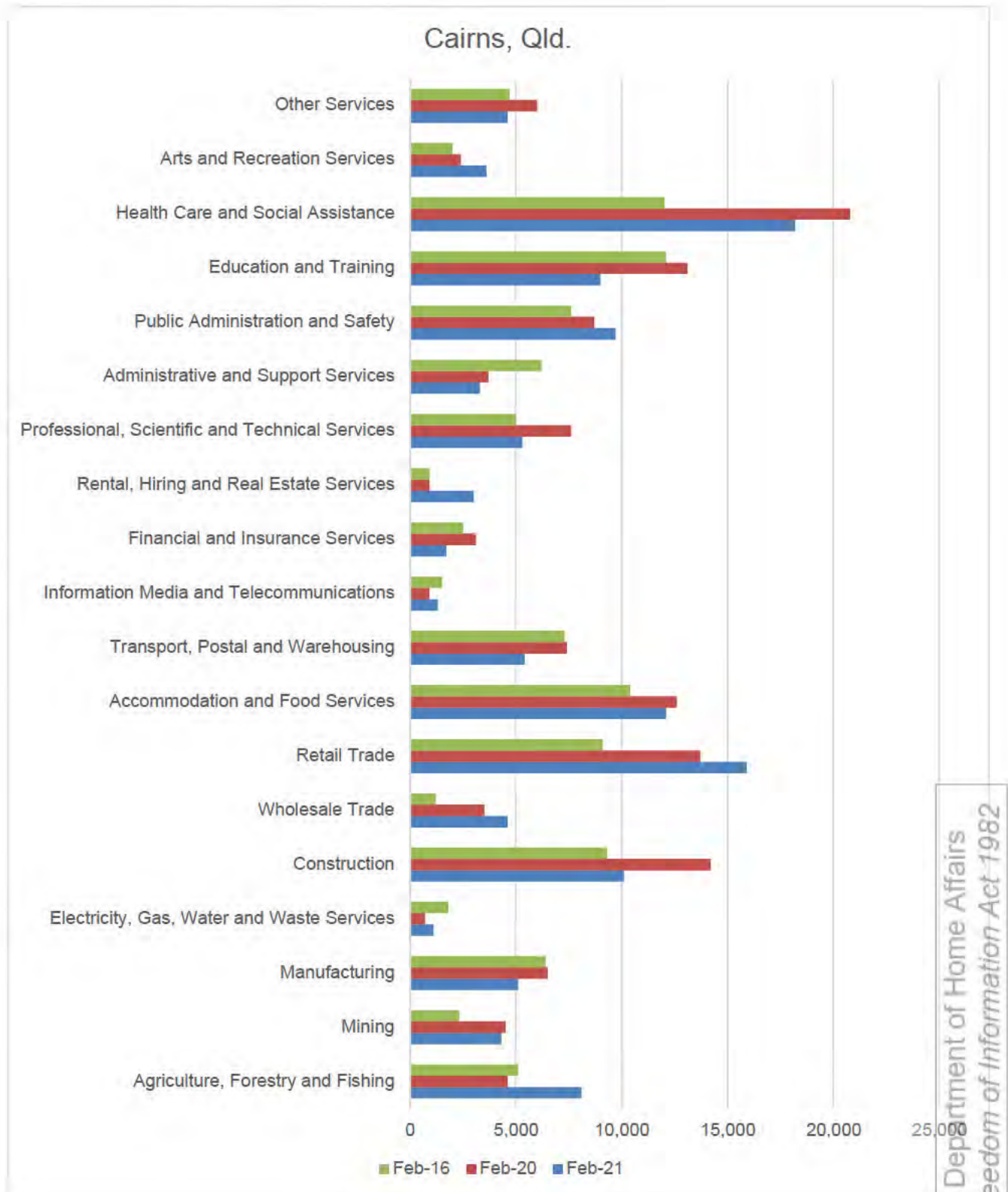
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- Goldfields DAMA – WA Outback (North and South)



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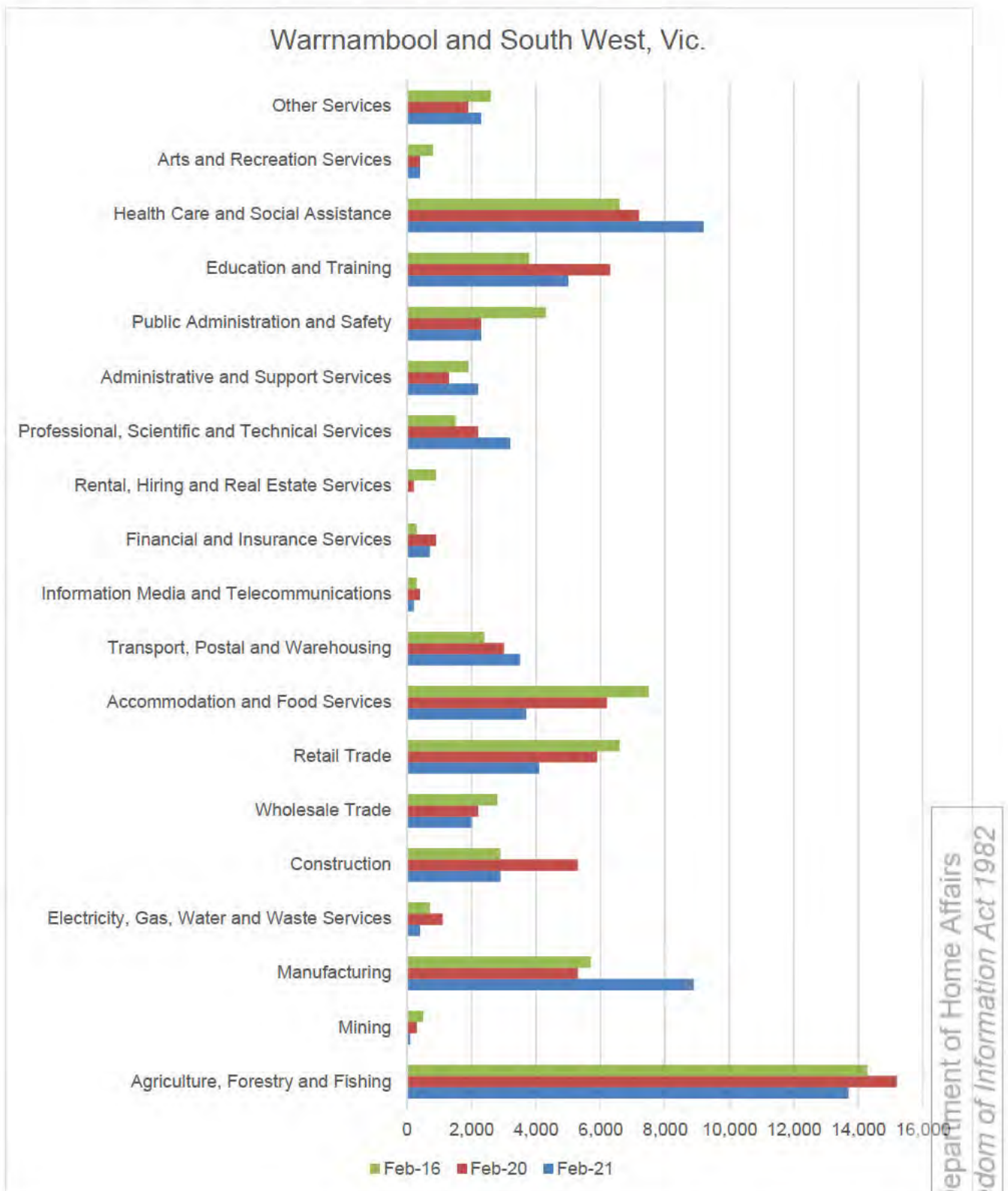
- Far North Queensland DAMA – Cairns, Qld.



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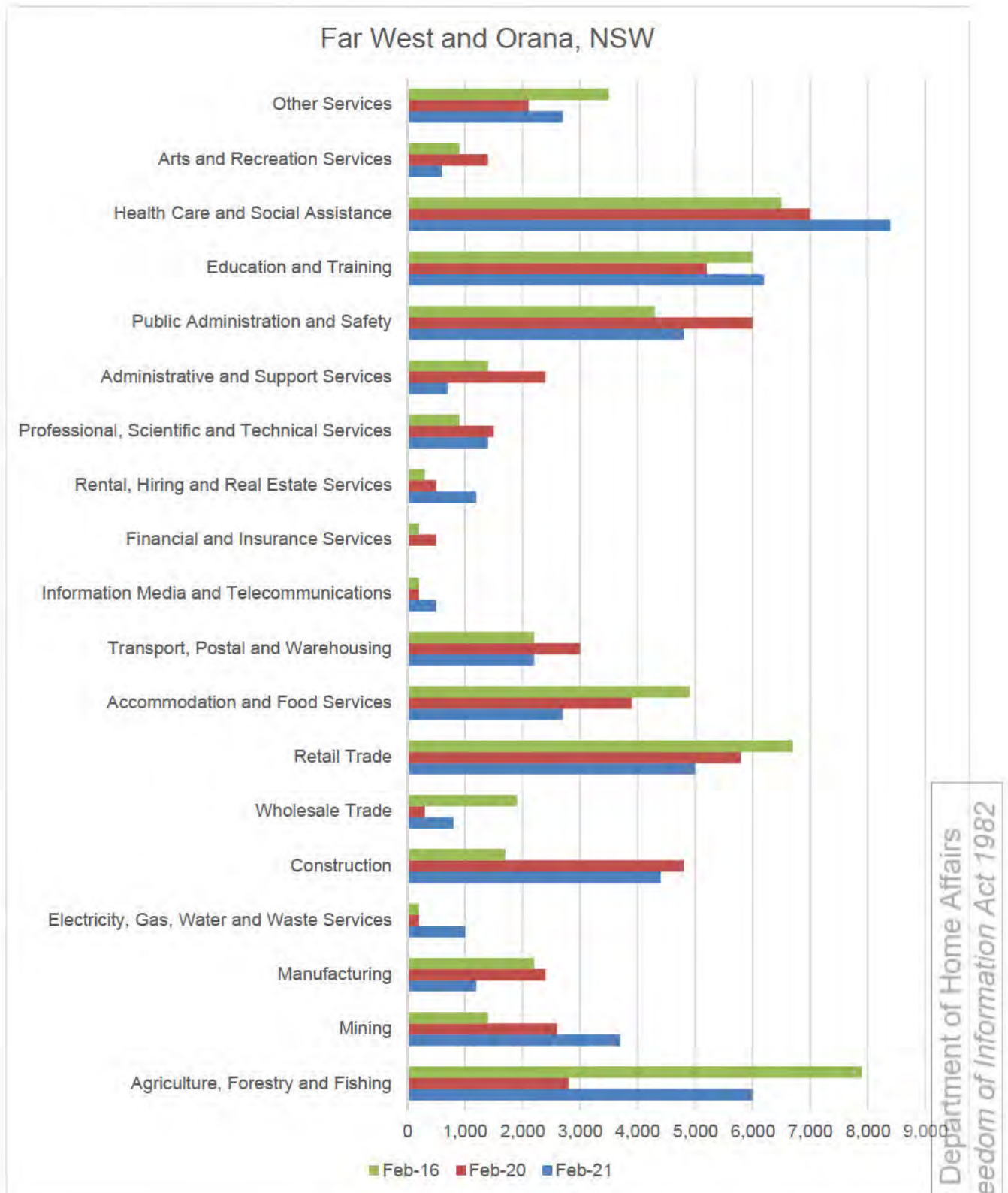
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- Great South Coast DAMA – Warrnambool and South West, Vic.



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- Orana DAMA – Far West and Orana, NSW


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OFFICIAL: Sensitive**Appendix A****Unemployment rate: persons**

The Labour Force Survey is designed primarily to provide accurate national estimates. It is not designed to produce regional estimates. Monthly regional unemployment figures need to be interpreted with care as they are based on small, stratified samples of approximately 26,000 dwellings, or 0.32% of the Australian population.

In many cases, monthly estimates are subject to sampling variability too high for most practical purposes. Fluctuations in low population regions, areas facing local events (for example the 2011 Queensland floods or COVID-19), and sampling variability may cause large data fluctuations over time.

Monthly unemployment rate: persons for January to February 2020 and January to February 2021 for each DAMA region:

- Northern Territory DAMA II – Darwin

Month	Darwin, NT 2020	Darwin, NT 2021
February	6.1	5.2
Total Difference		-0.9

- Northern Territory DAMA II – Northern Territory Outback

Month	NT Outback 2020	NT Outback 2021
February	5.8	5.0
Total Difference		-0.8

- South Australia City DAMA – Greater Adelaide

Month	Greater Adelaide 2020	Greater Adelaide 2021
February	6.1	7.6
Total Difference		1.5

- South Australia Regional DAMA – Barossa, Yorke, Mid North;

Month	Barossa, Yorke, Mid North, SA 2020	Barossa, Yorke, Mid North, SA 2021
February	5.2*	3.1*
Total Difference		-2.0

Note: *estimate is subject to sampling variability too high for most practical purposes.

- South Australia Regional DAMA – SA Outback

Month	SA Outback 2020	SA Outback 2021
February	7.7*	12.3
Total Difference		4.6

Note: *estimate is subject to sampling variability too high for most practical purposes.

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- South Australia Regional DAMA – SA South East

Month	SA South East 2020	SA South East 2021
February	65	5.1
Total Difference		-1.4

- Goldfields DAMA – WA Outback (North and South)

Month	WA Outback (North and South) 2020	WA Outback (North and South) 2021
February	9.2	6.1
Total Difference		-3.1

- Far North Queensland – Cairns

Month	Cairns 2019	Cairns 2020
February	4.4*	8.7
Total Difference		4.3

Note: *estimate is subject to sampling variability too high for most practical purposes.

- Great South Coast, Vic. DAMA – Warrnambool and South West

Month	Warrnambool and South West 2019	Warrnambool and South West 2020
February	3.6*	7.4
Total Average		3.8

Note: *estimate is subject to sampling variability too high for most practical purposes.

- Orana DAMA – Far West and Orana

Month	Far West and Orana 2020	Far West and Orana 2021
February	1.8*	10.8*
Total Difference		9.0

Note: *estimate is subject to sampling variability too high for most practical purposes.

- Australia

Month	Australia 2020	Australia 2021
February	5.5	6.3
Total Difference		0.8