

Permanent Residency Pathway

A permanent residency pathway for Overseas Workers may be available through the ENS visa program, where endorsed in writing by the Designated Area Representative, for all Occupations in **Table 1** below.

A business may also apply to the DAR for a concession to the age limitation for the ENS and SESR visas for occupations in **Table 2** below.

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 and requirements outlined in the Migration Legislation):

- (a) The Overseas Worker, at the time of an application for approval of the nomination in relation to an ENS ('the ENS or nomination'), holds a TSS visa granted in connection with this agreement: and
- (b) The Approved Sponsor's ENS nomination identifies an Occupation in **Table 1** that was the subject of the most recently approved TSS visa for the Overseas Worker; and
- (c) The Overseas Worker has been employed on a full-time basis, in the ENS nominated occupation, an occupation in **Table 1**, or a closely related occupation that is, within the same ANZSCO 4 digit unit group by one or more third parties who were all endorsed under this agreement, and also specified in **Table 1** for a period of:
 - (i) At least three (3) years before the ENS nomination is made, for all skill level 1-4 occupations listed in **Table 1**;
 - (i) at least four (4) years before the ENS nomination is made for all skill level 5 occupations listed in **Table 1** whereby the overseas worker must be promoted to, or gain employment in a higher skill level occupation, for a period of no less than two (2) years before the ENS nomination is made

The time spent in the earlier Skill Level 5 occupation will count towards the overall four (4) year qualifying period for the permanent visa nomination which must be in a skill level 1-4 occupation listed in **Table 1**.
- (d) For the whole time that the Overseas Worker was employed in accordance with paragraph (c) they must have:
 - (i) held a TSS visa granted in connection with this Agreement; and
 - (ii) worked in the Goulburn Valley Designated Area
- (e) The Overseas Worker identified in the ENS nomination will be employed on a full-time basis in the position for at least two (2) years; and
- (f) 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 1: Occupations eligible for permanent residence pathway

ANZSCO or 6 digit Code	Occupation	ANZSCO Skill Level
221111	Accountant (General)	1
423111	Aged or Disabled Carer	4
234112	Agricultural Scientist	1
311111	Agricultural Technician	2
362212	Arborist	3
321111	Automotive Electrician	3
351311	Chef	2
233211	Civil Engineer	1
312212	Civil Engineering Technician	2
712915	Concrete Pump Operator	4
712111	Crane, Hoist or Lift Operator	4
321212	Diesel Motor Mechanic	3
251111	Dietician	1
411712	Disabilities Services Officer	2
241111	Early Childhood (Pre-Primary School) Teacher	1
341111	Electrician (General)	3
411411	Enrolled Nurse	2
222311	Financial Investment Advisor	1
721311	Forklift Driver	4
132311	Human Resource Manager	1
224999	Information and Organisation Professionals nec	1
221112	Management Accountant	1
831211	Meat Boner and Slicer	4
312512	Mechanical Engineering Technician	2
251211	Medical Diagnostic Radiographer	1
322311	Metal Fabricator	3
321211	Motor Mechanic (General)	3
252411	Occupational Therapist	1
332211	Painting Trades Worker	3
311216	Pathology Collector	3
252511	Physiotherapist	1
252611	Podiatrist	1

ANZSCO or 6 digit Code	Occupation	ANZSCO Skill Level
839312	Product Grader	4
511112	Program or Project Administrator	2
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254422	Registered Nurse (Mental Health)	1
142111	Retail Manager (General)	2
621511	Retail Supervisor	4
334115	Roof Plumber	3
131112	Sales and Marketing Manager	1
225411	Sales Representative (Industrial Products)	1
241411	Secondary School Teacher	1
831212	Slaughterer	4
253311	Specialist Physician (General Medicine)	1
233214	Structural Engineer	1
133611	Supply and Distribution Manager	1
232212	Surveyor	1
733111	Truck Driver (General)	4
242211	Vocational Education Teacher	1
431511	Waiter	4
841211	Fruit or Nut Farm Worker	5
841212	Fruit or Nut Picker	5
851299	Food Trades Assistants nec	5
831311	Meat Processor	5
832114	Meat Packer	5

Age Concession for ENS and SESR

For occupations listed in the **Table 2**, an Overseas Worker may be nominated for a SESR or ENS visa if, at the time of the Approved Sponsor's Nomination, they have not turned:

- 55 years of age for skill level 1-4 occupations.

Table 2: Skill Level 1-4 Occupations eligible for Age Concession

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221111	Accountant (General)	1
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362212	Arborist	3
321111	Automotive Electrician	3
351311	Chef	2
233211	Civil Engineer	1
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251111	Dietician	1
411712	Disabilities Services Officer	2
241111	Early Childhood (Pre-Primary School) Teacher	1
341111	Electrician (General)	3
411411	Enrolled Nurse	2
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721311	Forklift Driver	4
132311	Human Resource Manager	1
224999	Information and Organisation Professionals (nec)	1
221112	Management Accountant	1
831211	Meat Boner and Slicer	4
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252611	Podiatrist	1
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