



# GOULBURN VALLEY

## DESIGNATED AREA MIGRATION AGREEMENT

The following occupations are approved under this Agreement.

GV DAMA has a limited number of positions eligible for nomination. Employers should contact Goulburn Valley Designated Area Migration Agreement Coordinator before applying for endorsement.

### OCCUPATIONS

ANZSCO / 6 Digit Code	Occupation	Skill Level
141999	Accommodation and Hospitality Managers nec	2
211111	Accountant (General)	1
423111	Aged or Disabled Carer	4
721111	Agricultural & Horticultural Mobile Plant Operator	4
234112 / 234114	Agricultural Scientist / Agricultural Research Scientist*	1
311111 / 311112	Agricultural Technician / Agricultural and Agritech Technician*	2
234115	Agronomist	1
362212 / 362511	Arborist*	3
361199	Animal Attendants and Trainers nec	4
321111	Automotive Electrician	3
351111	Baker	3
431111	Bar Attendant	4
431112	Barista	4
451111	Beauty Therapist	3
121312	Beef Cattle Farmer	1
312113	Building Surveyor / Inspector	2
712912	Bulk Materials Handling Plant Operator	4
141111	Café or Restaurant Manager	2
331211	Carpenter and Joiner	3
842312	Cattle and Sheep Farm Worker	4
351311	Chef	2
233111	Chemical Engineer	1
234211	Chemist	1
421111	Child Care Worker (Leader only)	3
233211	Civil Engineer	1
312212	Civil Engineering Technician	2
712915	Concrete Pump Operator	4
133111	Construction Project Manager	1
351411	Cook	3
712111	Crane, Hoist or Lift Operator	4
841512 / 842313	Dairy Cattle Farm Worker*	4
121313	Dairy Cattle Farmer	1
252312	Dentist	1



<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
591211	Despatching and Receiving Clerk	4
321212	Diesel Motor Mechanic	3
251111	Dietician	1
411712	Disabilities Services Officer	2
721211	Earthmoving Plant Operator (General)	4
241111	Early Childhood (Pre-Primary School) Teacher	1
341111	Electrician (General)	3
233311	Electrical Engineer	1
312412	Electronic Engineering Technician	2
411411	Enrolled Nurse	2
251311	Environmental Health Officer	1
421112	Family Day Care Worker	4
222311	Financial Investment Advisor	1
323213	Fitter - Welder	3
323211	Fitter (General)	3
323212	Fitter and Turner	3
234212	Food Technologist	1
851299	Food Trades Assistants nec	5
721311	Forklift Driver	4
841211 / 842212 / 842216	Fruit and Nut Farm Worker / Fruit Farm Worker / Nut Farm Worker*	5
841212 / 842213	Fruit or Nut Picker / Fruit Picker*	5
253111	General Practitioner	1
333111	Glazier	3
841213	Grain, Oilseed, Pulse and Pasture Farm Worker	4
363114	Horticultural Supervisor or Specialist	3
141311	Hotel or Motel Manager	2
132311	Human Resource Manager	1
233511	Industrial Engineer	1
224999	Information and Organisation Professionals nec	1
599599	Inspectors and Regulatory Officers nec	4
362712	Irrigation Technician	3
842314	Livestock Husbandry Worker	4
221112	Management Accountant	1
411611	Massage Therapist**	2
831211	Meat Boner and Slicer	4
832114	Meat Packer	5
831311	Meat Processor	5
312512	Mechanical Engineering Technician	2
251211	Medical Diagnostic Radiographer	1
322311	Metal Fabricator	3
323214	Metal Machinist (First Class)	3
254111	Midwife	1
121216	Mixed Crop Farmer	1
121317	Mixed Livestock Farmer	1
721999	Mobile Plant Operators nec	4
321211	Motor Mechanic (General)	3

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
254311	Nurse Manager	1
254411	Nurse Practitioner	1
252411	Occupational Therapist	1
332211	Painting Trades Worker	3
324111	Panel Beater	3
351112	Pastry Cook	3
311216	Pathology Collector	3
211311	Photographer	2
252511	Physiotherapist	1
841514	Poultry Farm Worker	4
252611	Podiatrist	1
241213	Primary School Teacher	1
591112	Production Clerk	4
839312	Product Grader	4
511112	Program or Project Administrator	2
254412	Registered Nurse (Aged Care)	1
254413	Registered Nurse (Child and Family Health)	1
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254416	Registered Nurse (Developmental Disability)	1
254417	Registered Nurse (Disability and Rehabilitation)	1
254421	Registered Nurse (Medical Practice)	1
254418	Registered Nurse (Medical)	1
254422	Registered Nurse (Mental Health)	1
254425	Registered Nurse (Paediatrics)	1
254423	Registered Nurse (Perioperative)	1
254424	Registered Nurse (Surgical)	1
254499	Registered Nurses nec	1
253112	Resident Medical Officer	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
363211	Senior Beef Cattle Station Worker	3
361211 / 363311	Shearer*	3
842317	Sheep Farm Worker	4
831212	Slaughterer	4
261399	Software and Application Programmers nec	1
253311	Specialist Physician (General Medicine)	1
252712	Speech Pathologist	1
139915	Sport Administrator	1
149113	Sports Centre Manager	2
712999	Stationary Plant Operators nec	4
233214	Structural Engineer	1
133611	Supply and Distribution Manager	1

ANZSCO	Occupation	Skill Level
232212	Surveyor	1
733114	Tanker Driver	4
399999	Technicians and Trades Workers nec	3
733111	Truck Driver (General)	4
232611	Urban and Regional Planner	1
361311	Veterinary Nurse	3
841216 / 842222	Vineyard Worker*	4
242211	Vocational Education Teacher	1
431511	Waiter	4
333411	Wall and Floor Tiler	3
399917 / 363312	Wool Classer*	3

#### **\*Occupation reassignments**

- Occupation ANZSCO 234112 Agricultural Scientist reassigned to ANZSCO 234114 Agricultural Research Scientist
- Occupation ANZSCO 311111 Agricultural Technician reassigned to ANZSCO 311112 Agricultural and Agritech Technician
- Occupation ANZSCO 362212 Arborist reassigned to ANZSCO 362511 Arborist
- Occupation ANZSCO 841512 Dairy Cattle Farm Worker reassigned to ANZSCO 842313 Dairy Cattle Farm Worker
- Occupation ANZSCO 841211 Fruit and Nut Farm Worker reassigned to ANZSCO 842212 Fruit Farm Worker and ANZSCO 842216 Nut Farm Worker
- Occupation ANZSCO 841212 Fruit or Nut Picker reassigned to ANZSCO 842213 Fruit Picker
- Occupation ANZSCO 361211 Shearer reassigned to ANZSCO 363311 Shearer
- Occupation ANZSCO 841216 Vineyard Worker reassigned to ANZSCO 842222 Vineyard Worker
- Occupation ANZSCO 399917 Wool Classer reassigned to Wool Classer ANZSCO 363312

\*\*The occupation *Massage Therapist* (ANZSCO 411611) is limited to remedial or therapeutic only. Additional monitoring and auditing of businesses and working conditions for the occupation of *Massage Therapist* (ANZSCO 411611) is required by the DAR.

#### **Caveats not to apply**

None of the matters specified in an instrument made under sub regulation 2.72(9) of the Migration Regulations, applies to any Occupation specified in this Agreement.

## QUALIFICATIONS AND EXPERIENCE

The following skills, qualifications, experience and employment background requirements apply to the occupations listed in the tables below in relation to SID and SESR visas and, where eligible under the permanent residence pathway, ENS visas.

Work experience required under the Labour Agreement for the purpose of the SID, SESR or ENS visa can be served concurrently with any work experience used to substitute for formal qualifications as per ANZSCO requirements.

For the occupations specified, in Tables 2 to 5, the following skills, qualifications, experience and employment background criteria will apply to any nomination for these occupations or any application for a SID, SESR or ENS visa made under the Migration Legislation.

### **Skills Assessment**

Qualifications are to be assessed by the relevant Skills Assessing Authority 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 an independent Skills Assessing Authority. Any skills assessment must be certified as being in accordance with the arrangements agreed to in writing with the Commonwealth prior to the first Labour Agreement being entered into. A skills assessment is required for applications lodged for the occupations listed in Tables 2 to 5.

Work 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.

### **Occupations on the combined eligible list of skilled occupations (ANZSCO Skill Level 1-3 Occupations)**

#### **ANZSCO Skill Level 1 - 3 Occupations**

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

- Where the relevant AQF qualification was obtained in Australia, only 1 year of relevant work experience (38 hours per week) is required for the SID visa program.
- Only 2 years of relevant work experience (38 hours per week) is required for the SESR visa program.

**Table 2:**  
**Occupations on the combined eligible list of skilled occupations - ANZSCO Skill Level 1-3**

<b>ANZSCO / 6 Digit Code</b>	<b>Occupation</b>	<b>Skill Level</b>
141999	Accommodation and Hospitality Managers nec	2
22111	Accountant (General)	1
234112 / 234114	Agricultural Scientist / Agricultural Research Scientist	1

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
311111 / 311112	Agricultural Technician / Agricultural and Agritech Technician	2
234115	Agronomist	1
362212	Arborist	3
321111	Automotive Electrician	3
351111	Baker	3
451111	Beauty Therapist	3
121312	Beef Cattle Farmer	1
312113	Building Surveyor / Inspector	2
141111	Café or Restaurant Manager	2
331211	Carpenter and Joiner	3
351311	Chef	2
233111	Chemical Engineer	1
234211	Chemist	1
421111	Child Care Worker (Leader only)	3
233211	Civil Engineer	1
312212	Civil Engineering Technician	2
133111	Construction Project Manager	1
351411	Cook	3
121313	Dairy Cattle Farmer	1
252312	Dentist	1
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
233311	Electrical Engineer	1
312412	Electronic Engineering Technician	2
411411	Enrolled Nurse	2
251311	Environmental Health Officer	1
222311	Financial Investment Advisor	1
323213	Fitter - Welder	3
323211	Fitter (General)	3
323212	Fitter and Turner	3
234212	Food Technologist	1
253111	General Practitioner	1
333111	Glazier	3
141311	Hotel or Motel Manager	2
132311	Human Resource Manager	1
233511	Industrial Engineer	1
224999	Information and Organisation Professionals nec	1
362712	Irrigation Technician	3
221112	Management Accountant	1
411611	Massage Therapist	2

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
233112	Materials Engineer	1
312512	Mechanical Engineering Technician	2
251211	Medical Diagnostic Radiographer	1
322311	Metal Fabricator	3
323214	Metal Machinist (First Class)	3
254111	Midwife	1
121216	Mixed Crop Farmer	1
121317	Mixed Livestock Farmer	1
321211	Motor Mechanic (General)	3
254311	Nurse Manager	1
254411	Nurse Practitioner	1
252411	Occupational Therapist	1
332211	Painting Trades Worker	3
324111	Panel Beater	3
351112	Pastry Cook	3
311216	Pathology Collector	3
211311	Photographer	2
252511	Physiotherapist	1
252611	Podiatrist	1
241213	Primary School Teacher	1
511112	Program or Project Administrator	2
254412	Registered Nurse (Aged Care)	1
254413	Registered Nurse (Child and Family Health)	1
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254416	Registered Nurse (Developmental Disability)	1
254417	Registered Nurse (Disability and Rehabilitation)	1
254421	Registered Nurse (Medical Practice)	1
254418	Registered Nurse (Medical)	1
254422	Registered Nurse (Mental Health)	1
254425	Registered Nurse (Paediatrics)	1
254423	Registered Nurse (Perioperative)	1
254424	Registered Nurse (Surgical)	1
254499	Registered Nurses nec	1
253112	Resident Medical Officer	1
142111	Retail Manager (General)	2
334115	Roof Plumber	3
131112	Sales and Marketing Manager	1
225411	Sales Representative (Industrial Products)	1
241411	Secondary School Teacher	1
361211 / 363311	Shearer	3
261399	Software and Application Programmers nec	1

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
253311	Specialist Physician (General Medicine)	1
252712	Speech Pathologist	1
139915	Sport Administrator	1
149113	Sports Centre Manager	2
233214	Structural Engineer	1
133611	Supply and Distribution Manager	1
232212	Surveyor	1
399999	Technicians and Trades Workers nec	3
232611	Urban and Regional Planner	1
361311	Veterinary Nurse	3
242211	Vocational Education Teacher	1
333411	Wall and Floor Tiler	3
399917 / 363312	Wool Classer	3

### **Occupations not on the combined lists of eligible skilled occupations ANZSCO Skill Levels 3-5**

For the occupations specified in Tables 3 and 4, which are requested under this Agreement but are not on the combined eligible list of skilled occupations, the following, skills, qualifications, experience and employment background criteria will apply to any nomination for these occupations or any application for a SID, SESR or ENS visa made under the Migration Legislation.

#### **Skills Assessment**

A skills assessment is required for applications lodged for the occupations listed in Tables 3 and 5. 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.

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 3 skills requirements**

For occupations listed in Table 3 below, the following skill and experience requirements apply. The visa applicant must:

- Meet the skill level as defined in ANZSCO including where work experience can substitute the formal qualification; AND
- Undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement); AND
- Have at least 2 years of relevant work experience (38 hours per week) for the SESR visa program; OR
- Have at least 1 year of relevant work experience (38 hours per week) for the SID visa program, where the relevant AQF qualification was undertaken in Australia; OR
- Meet the additional work experience required under the standard SID, SESR or ENS programs.



**Table 3: ANZSCO Skill Level 3 Occupations**

<b>ANZSCO Code</b>	<b>Occupation</b>	<b>Skill Level</b>
363114	Horticultural Supervisor or Specialist	3
363211	Senior Beef Cattle Station Worker	3

**ANZSCO skill level 4 and 5 skills requirements**

For occupations listed in Table 4 below, the following skill and experience requirements apply. The visa applicant must:

- Meet the skill level as defined in ANZSCO including where work experience can substitute the formal qualification; AND
- Undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement); AND
- Have at least 2 years of relevant work experience (38 hours per week) for the SESR visa program; OR
- Have at least 1 year of relevant work experience (38 hours per week) undertaken in Australia for the SID visa program OR
- Meet the additional work experience required under the standard SID, SESR or ENS programs.

**Table 4: ANZSCO Skill Level 4 and 5 Occupations**

<b>ANZSCO Code</b>	<b>Occupation</b>	<b>Skill Level</b>
423111	Aged or Disabled Carer	4
721111	Agricultural & Horticultural Mobile Plant Operator	4
361199	Animal Attendants and Trainers nec	4
431111	Bar Attendant	4
431112	Barista	4
712912	Bulk Materials Handling Plant Operator	4
842312	Cattle and Sheep Farm Worker	4
712111	Crane, Hoist or Lift Operator	4
712915	Concrete Pump Operator	4
841512 / 842313	Dairy Cattle Farm Worker	4
591211	Despatching and Receiving Clerk	4
721211	Earthmoving Plant Operator (General)	4
421112	Family Day Care Worker	4
851299	Food Trades Assistants nec	5
721311	Forklift Driver	4
841211 / 842212 / 842216	Fruit and Nut Farm Worker / Fruit Farm Worker / Nut Farm Worker	5
841212 / 842213	Fruit or Nut Picker / Fruit Picker	5
841213	Grain, Oilseed, Pulse and Pasture Farm Worker	4
599599	Inspectors and Regulatory Officers nec	4
842314	Livestock Husbandry Worker	4
831211	Meat Boner and Slicer	4
832114	Meat Packer	5
831311	Meat Processor	5

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
721999	Mobile Plant Operators nec	4
841514	Poultry Farm Worker	4
839312	Product Grader	4
591112	Production Clerk	4
621511	Retail Supervisor	4
842317	Sheep Farm Worker	4
831212	Slaughterer	4
712999	Stationary Plant Operators nec	4
733114	Tanker Driver	4
733111	Truck Driver (General)	4
841216 / 842222	Vineyard Worker	4
431511	Waiter	4

## **CONCESSION TO THE TEMPORARY SKILLED MIGRATION INCOME THRESHOLD (TSMIT) / CORE SKILLS INCOME THRESHOLD (CSIT)**

In relation to the nomination of occupations for SID, SESR and ENS visas, the Designated Area Representative 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/CSIT 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 5.
- 'Concessional occupation' means an occupation specified in Table 5.

For both concessional and non-concessional occupations:

- 'Annual Market Salary Rate' has the same meaning as in regulation 1.03 of the Migration Regulations: the earnings an Australian citizen or an Australian permanent resident earns or would earn for performing equivalent work on a full-time basis for a year in the same workplace at the same location, 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 regulation 1.03 of the Migration Regulations, which provides that earnings has a meaning affected by regulation 2.57A of the Migration Regulations.

In relation to an Overseas Worker who is nominated for a non-concessional occupation in relation to a SID visa, the nominating Third Party must meet the legislative requirements relating to CSIT, Annual Market Salary Rate and Annual Earnings which would apply if the Overseas Worker were nominated in relation to the Core Skills stream or Specialist Skills stream in the standard SID visa program.

In relation to an Overseas Worker who is identified for a non-concessional occupation in relation to a SESR visa, the nominating Third Party must meet the same 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 employer sponsored stream of the standard 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 CSIT, 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 SID, SESR or 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/CSIT (for TSMIT/CSIT concession type 1) or TSMIT/CSIT (for TSMIT/CSIT concession type 2).

'Reduced TSMIT/CSIT' means 90% of TSMIT/CSIT.

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

### **TSMIT/CSIT Concession types**

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

	<b>Type 1</b>	<b>Type 2</b>
<b>Monetary Earnings</b>	At least Reduced TSMIT/CSIT	At least Reduced TSMIT/CSIT
<b>Non-monetary earnings (Food and Board)</b>		No more than 10% of TSMIT/CSIT
<b>Total Annual Earnings</b>	At least Reduced TSMIT/CSIT	At least TSMIT/CSIT

#### **Type 1: Reduced TSMIT/CSIT, and Earnings to include Guaranteed Overtime**

'Reduced TSMIT/CSIT' applies.

'Earnings' has the same meaning as in the regulation 1.03 of the Migration Regulations, which provides that earnings has a meaning affected by regulation 2.57A of the Migration Regulations, except that it also includes 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.

#### **Type 2: TSMIT/CSIT, and Earnings to include Guaranteed Overtime and Non-Monetary and Monetary Benefits**

The Annual Earnings must be equal to or greater than TSMIT/CSIT, and the Annual Earnings may include monetary and non-monetary benefits.

'Earnings' has the same meaning as in the regulation 1.03 of the Migration Regulations, which provides that earnings has a meaning affected by regulation 2.57A of the Migration Regulations, except that it also includes:

1. 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.

For concession type 2, when calculating an Overseas Worker's Earnings, the value of other non-monetary earnings (such as phone, vehicle) cannot exceed 10% of TSMIT/CSIT.

**Table 5: Occupations seeking concession to TSMIT/CSIT Concession**

<b>ANZSCO / 6 Digit Code</b>	<b>Occupation</b>	<b>Skill Level</b>
423111	Aged or Disabled Carer	4
721111	Agricultural & Horticultural Mobile Plant Operator	4
361199	Animal Attendants and Trainers nec	4
362212	Arborist	3
321111	Automotive Electrician	3
351111	Baker	3
431111	Bar Attendant	4
431112	Barista	4
451111	Beauty Therapist	3
712912	Bulk Materials Handling Plant Operator	4
331211	Carpenter and Joiner	3
842312	Cattle and Sheep Farm Worker	4
351311	Chef	2
421111	Child Care Worker (Leader only)	3
712915	Concrete Pump Operator	4
351411	Cook	3
712111	Crane, Hoist or Lift Operator	4
841512 / 842313	Dairy Cattle Farm Worker	4
591211	Despatching and Receiving Clerk	4
321212	Diesel Motor Mechanic	3
411712	Disabilities Services Officer	2
241111	Early Childhood (Pre-Primary School) Teacher	1
721211	Earthmoving Plant Operator (General)	4
341111	Electrician (General)	3
421112	Family Day Care Worker	4
323213	Fitter - Welder	3

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
323211	Fitter (General)	3
323212	Fitter and Turner	3
851299	Food Trades Assistants nec	5
721311	Forklift Driver	4
841211 / 842212 / 842216	Fruit and Nut Farm Worker / Fruit Farm Worker / Nut Farm Worker	5
841212 / 842213	Fruit or Nut Picker / Fruit Picker	5
333111	Glazier	3
841213	Grain, Oilseed, Pulse and Pasture Farm Worker	4
363114	Horticultural Supervisor or Specialist	4
599599	Inspectors and Regulatory Officers nec	4
362712	Irrigation Technician	4
842314	Livestock Husbandry Worker	4
831211	Meat Boner and Slicer	4
832114	Meat Packer	5
831311	Meat Processor	5
312512	Mechanical Engineering Technician	2
322311	Metal Fabricator	3
323214	Metal Machinist (First Class)	4
721999	Mobile Plant Operators nec	4
321211	Motor Mechanic (General)	3
332211	Painting Trades Worker	3
324111	Panel Beater	4
351112	Pastry Cook	4
311216	Pathology Collector	3
841514	Poultry Farm Worker	4
839312	Product Grader	4
591112	Production Clerk	4
511112	Program or Project Administrator	2
254414	Registered Nurse (Community Health)	1
142111	Retail Manager (General)	2
621511	Retail Supervisor	4
334115	Roof Plumber	3
131112	Sales and Marketing Manager	1
363211	Senior Beef Cattle Station Worker	3
361211 / 363311	Shearer	3
842317	Sheep Farm Worker	4
831212	Slaughterer	4
712999	Stationary Plant Operators nec	4
733114	Tanker Driver	4
399999	Technicians and Trades Workers nec.	4
733111	Truck Driver (General)	4
361311	Veterinary Nurse	4
841216 / 842222	Vineyard Worker	4
431511	Waiter	4
333411	Wall and Floor Tiler	4
399917 / 363312	Wool Classer	4

## CONCESSION TO ENGLISH LANGUAGE REQUIREMENT

In this Schedule 7, **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 SID, SESR and ENS visas.

For any Occupations that are not listed in Table 6 or Table 6.1 below, the Overseas Worker is required to meet the minimum standard English language requirements applicable to the SID, SESR and ENS non-labour agreement visa streams under the Migration Regulations.

For the Occupations listed in Table 6 below, the following English language concessions apply:

- SID and SESR: average score of IELTS 5.0 with no minimum component score (unless registration or licensing requires a higher level of English).
- ENS: 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).

For the Occupations listed in Table 6.1 below, the following English language concessions apply:

- SID, SESR and ENS: 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).

**Table 6: Occupations seeking concessions for English language**

<b>ANZSCO / 6 Digit Code</b>	<b>Occupation</b>	<b>Skill Level</b>
721111	Agricultural & Horticultural Mobile Plant Operator	4
311111 / 311112	Agricultural Technician / Agricultural and Agritech Technician	2
361199	Animal Attendants and Trainers nec	4
362212	Arborist	3
321111	Automotive Electrician	3
351111	Baker	3
431111	Bar Attendant	4
431112	Barista	4
451111	Beauty Therapist	3
712912	Bulk Materials Handling Plant Operator	4
331211	Carpenter and Joiner	3
842312	Cattle and Sheep Farm Worker	4
351311	Chef	2
421111	Child Care Worker (Leader only)	3
712915	Concrete Pump Operator	4
351411	Cook	3
712111	Crane, Hoist or Lift Operator	4

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill</b>
841512 / 842313	Dairy Cattle Farm Worker	4
591211	Despatching and Receiving Clerk	4
321212	Diesel Motor Mechanic	3
721211	Earthmoving Plant Operator (General)	4
341111	Electrician (General)	3
421112	Family Day Care Worker	4
323213	Fitter - Welder	3
323211	Fitter (General)	3
323212	Fitter and Turner	3
851299	Food Trades Assistants nec	5
721311	Forklift Driver	4
841211 / 842212 / 842216	Fruit and Nut Farm Worker / Fruit Farm Worker / Nut Farm Worker	5
841212 / 842213	Fruit or Nut Picker / Fruit Picker	5
333111	Glazier	3
841213	Grain, Oilseed, Pulse and Pasture Farm Worker	4
363114	Horticultural Supervisor or Specialist	3
599599	Inspectors and Regulatory Officers nec	4
362712	Irrigation Technician	3
842314	Livestock Husbandry Worker	4
831211	Meat Boner and slicer	4
832114	Meat Packer	5
831311	Meat Processor	5
312512	Mechanical Engineering Technician	2
322311	Metal Fabricator	3
323214	Metal Machinist (First Class)	3
721999	Mobile Plant Operators nec	4
321211	Motor Mechanic (General)	3
332211	Painting Trades Worker	3
324111	Panel Beater	3
351112	Pastry Cook	3
311216	Pathology Collector	3
841514	Poultry Farm Worker	4
591112	Production Clerk	4
839312	Product Grader	4
621511	Retail Supervisor	4
334115	Roof Plumber	3
363211	Senior Beef Cattle Station Worker	3
361211 / 363311	Shearer	3
842317	Sheep Farm Worker	4
831212	Slaughterer	4
712999	Stationary Plant Operators nec	4
733114	Tanker Driver	4
399999	Technicians and Trades Workers nec	3
733111	Truck Driver (General)	4
361311	Veterinary Nurse	3



<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill</b>
841216 / 842222	Vineyard Worker	4
431511	Waiter	4
333411	Wall and Floor Tiler	3
399917 / 363312	Wool Classer	3

**Table 6.1: Occupations seeking concessions for English language**

<b>ANZSCO / 6 Digit Code</b>	<b>Occupation</b>	<b>Skill Level</b>
234112 / 234114	Agricultural Scientist / Agricultural Research Scientist	1
132311	Human Resource Manager	1
131112	Sales and Marketing Manager	1
225411	Sales Representative (Industrial Products)	1

## PERMANENT RESIDENCE PATHWAY

A permanent residence pathway for Overseas Workers may be available through the Employer Nomination Scheme (ENS) Subclass 186 visa program for all occupations in Table 7 and 8 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 requirements outlined in the Migration Legislation).

- (a) Third Party's ENS nomination identifies an occupation in Table 7 that was the subject of the most recently approved TSS/SID visa for the Overseas Worker; and
- (b) The Overseas Worker has been employed in Australia, in the ENS nominated occupation, an occupation in the tables below, or a closely related occupation for a period of:
  1. At least two (2) years full-time before the ENS nomination is made; or
  2. Part-time work equivalent to at least two (2) years full-time before the ENS nomination is made.
- (c) For the whole time that the Overseas Worker was employed in accordance with paragraph (b) they must have:
  1. Lived and worked in the Designated Area outlined in Item 3 of Schedule 1 of this Agreement; and
  2. Complied with the conditions of the visa held.
- (d) 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
- (e) 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.
- (f) For Skill Level 5 occupations, the overseas worker must be promoted to, or gain employment in a higher skill level occupation for a period of no less than two years before the ENS nomination is made. The time spent in the earlier Skill Level 5 occupation will count towards the overall qualifying period for the permanent visa nomination in the occupations in Table 8.

**Note:** Workers unable to upgrade to a skill level 4 occupation will not have a pathway to permanent residence.

**Table 7:**  
Occupations eligible for permanent resident pathway

ANZSCO / 6 Digit Code	Occupation	Skill Level
141999	Accommodation and Hospitality Managers nec	2
221111	Accountant (General)	1
423111	Aged or Disabled Carer	4
721111	Agricultural & Horticultural Mobile Plant Operator	4
234112 / 234114	Agricultural Scientist / Agricultural Research Scientist	1
311111 / 311112	Agricultural Technician / Agricultural and Agritech Technician	2
234115	Agronomist	1
361199	Animal Attendants and Trainers nec	4

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
362212	Arborist	3
321111	Automotive Electrician	3
351111	Baker	3
431111	Bar Attendant	4
431112	Barista	4
451111	Beauty Therapist	3
121312	Beef Cattle Farmer	1
312113	Building Surveyor / Inspector	2
712912	Bulk Materials Handling Plant Operator	4
141111	Café or Restaurant Manager	2
331211	Carpenter and Joiner	3
842312	Cattle and Sheep Farm Worker	4
351311	Chef	2
233111	Chemical Engineer	1
234211	Chemist	1
421111	Child Care Worker (Leader only)	3
233211	Civil Engineer	1
312212	Civil Engineering Technician	2
712915	Concrete Pump Operator	4
133111	Construction Project Manager	1
351411	Cook	3
712111	Crane, Hoist or Lift Operator	4
841512	Dairy Cattle Farm Worker	4
121313	Dairy Cattle Farmer	1
252312	Dentist	1
591211	Despatching and Receiving Clerk	4
321212	Diesel Motor Mechanic	3
251111	Dietician	1
411712	Disabilities Services Officer	2
241111	Early Childhood (Pre-Primary School) Teacher	1
721211	Earthmoving Plant Operator (General)	4
233311	Electrical Engineer	1
341111	Electrician (General)	3
312412	Electronic Engineering Technician	2
411411	Enrolled Nurse	2
251311	Environmental Health Officer	1
421112	Family Day Care Worker	4
222311	Financial Investment Advisor	1
323211	Fitter (General)	3
323212	Fitter and Turner	3
323213	Fitter - Welder	3
234212	Food Technologist	1
721311	Forklift Driver	4
253111	General Practitioner	1
333111	Glazier	3
841213	Grain, Oilseed or Pasture Farm Worker	4

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
363114	Horticultural Supervisor or Specialist	3
141311	Hotel or Motel Manager	2
132311	Human Resource Manager	1
233511	Industrial Engineer	1
224999	Information and Organisation Professionals nec	1
599599	Inspectors and Regulatory Officers nec	4
362712	Irrigation Technician	3
842314	Livestock Husbandry Worker	4
221112	Management Accountant	1
411611	Massage Therapist	2
233112	Materials Engineer	1
831211	Meat Boner and Slicer	4
312512	Mechanical Engineering Technician	2
251211	Medical Diagnostic Radiographer	1
322311	Metal Fabricator	3
323214	Metal Machinist (First Class)	3
254111	Midwife	1
121216	Mixed Crop Farmer	1
121317	Mixed Livestock Farmer	1
721999	Mobile Plant Operators nec	4
321211	Motor Mechanic (General)	3
254311	Nurse Manager	1
254411	Nurse Practitioner	1
252411	Occupational Therapist	1
332211	Painting Trades Worker	3
324111	Panel Beater	3
351112	Pastry Cook	3
311216	Pathology Collector	3
211311	Photographer	2
252511	Physiotherapist	1
252611	Podiatrist	1
841514	Poultry Farm Worker	4
241213	Primary School Teacher	1
839312	Product Grader	4
591112	Production Clerk	4
511112	Program or Project Administrator	2
254412	Registered Nurse (Aged Care)	1
254413	Registered Nurse (Child and Family Health)	1
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254416	Registered Nurse (Developmental Disability)	1
254417	Registered Nurse (Disability and Rehabilitation)	1
254421	Registered Nurse (Medical Practice)	1
254418	Registered Nurse (Medical)	1
254422	Registered Nurse (Mental Health)	2
254425	Registered Nurse (Paediatrics)	1

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
254423	Registered Nurse (Perioperative)	1
254424	Registered Nurse (Surgical)	1
254499	Registered Nurses nec	1
253112	Resident Medical Officer	1
142111	Retail Manager (General)	4
621511	Retail Supervisor	4
334115	Roof Plumber	3
131112	Sales and Marketing Manager	1
225411	Sales Representative (Industrial Products)	1
241411	Secondary School Teacher	4
363211	Senior Beef Cattle Station Worker	3
361211 / 363311	Shearer	3
842317	Sheep Farm Worker	4
831212	Slaughterer	1
261399	Software and Application Programmers nec	1
253311	Specialist Physician (General Medicine)	1
252712	Speech Pathologist	1
139915	Sport Administrator	1
149113	Sports Centre Manager	2
712999	Stationary Plant Operators nec	4
233214	Structural Engineer	1
133611	Supply and Distribution Manager	1
232212	Surveyor	1
733114	Tanker Driver	4
399999	Technicians and Trades Workers nec	3
733111	Truck Driver (General)	4
232611	Urban and Regional Planner	1
361311	Veterinary Nurse	3
841216 / 842222	Vineyard Worker	4
242211	Vocational Education Teacher	1
431511	Waiter	4
333411	Wall and Floor Tiler	3
399917 / 363312	Wool Classer	3

**Table 8:**  
**Skill level 5 Occupations eligible for permanent residence pathway**

<b>ANZSCO / 6 Digit Code</b>	<b>Occupation</b>	<b>Skill Level</b>
851299	Food Trades Assistants nec	5
841211 / 842212 / 842216	Fruit and Nut Farm Worker / Fruit Farm Worker / Nut Farm Worker	5
841212 / 842213	Fruit or Nut Picker / Fruit Picker	5
831311	Meat Processor	5
832114	Meat Packer	5

## AGE CONCESSION

Age concession for the ENS and SESR visa programs of:

- 55 years for Overseas Workers in skill level 1 – 4 occupations listed in Table 9; and
- 50 years for Overseas Workers in skill level 5 occupations listed in Table 10.

**Table 9:**  
**Skill level 1 – 4 occupations eligible for permanent residence pathway age concession (55)**

<b>ANZSCO / 6 Digit Code</b>	<b>Occupation</b>	<b>Skill Level</b>
141999	Accommodation and Hospitality Managers nec	2
221111	Accountant (General)	4
423111	Aged or Disabled Carer	4
721111	Agricultural & Horticultural Mobile Plant Operator	4
234112 / 234114	Agricultural Scientist / Agricultural Research Scientist	1
311111 / 311112	Agricultural Technician / Agricultural and Agritech Technician	2
234115	Agronomist	1
361199	Animal Attendants and Trainers nec	4
362212	Arborist	3
321111	Automotive Electrician	3
351111	Baker	3
431111	Bar Attendant	4
431112	Barista	4
451111	Beauty Therapist	3
121312	Beef Cattle Farmer	1
312113	Building Surveyor / Inspector	2
712912	Bulk Materials Handling Plant Operator	4
141111	Café or Restaurant Manager	2
331211	Carpenter and Joiner	3
842312	Cattle and Sheep Farm Worker	4
351311	Chef	2
233111	Chemical Engineer	1
234211	Chemist	1
421111	Child Care Worker (Leader only)	3
233211	Civil Engineer	1
312212	Civil Engineering Technician	2
712915	Concrete Pump Operator	4
133111	Construction Project Manager	1
351411	Cook	3
712111	Crane, Hoist or Lift Operator	4
841512	Dairy Cattle Farm Worker	4
121313	Dairy Cattle Farmer	1
252312	Dentist	1
591211	Despatching and Receiving Clerk	4
321212	Diesel Motor Mechanic	3
251111	Dietician	1

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
411712	Disabilities Services Officer	2
241111	Early Childhood (Pre-Primary School) Teacher	1
721211	Earthmoving Plant Operator (General)	4
233311	Electrical Engineer	1
341111	Electrician (General)	3
312412	Electronic Engineering Technician	2
411411	Enrolled Nurse	2
251311	Environmental Health Officer	1
421112	Family Day Care Worker	4
222311	Financial Investment Advisor	1
323211	Fitter (General)	3
323212	Fitter and Turner	3
323213	Fitter - Welder	3
234212	Food Technologist	1
721311	Forklift Driver	4
253111	General Practitioner	1
333111	Glazier	3
841213	Grain, Oilseed or Pasture Farm Worker	4
363114	Horticultural Supervisor or Specialist	3
141311	Hotel or Motel Manager	2
132311	Human Resource Manager	1
233511	Industrial Engineer	1
224999	Information and Organisation Professionals nec	1
599599	Inspectors and Regulatory Officers nec	4
362712	Irrigation Technician	3
842314	Livestock Husbandry Worker	4
221112	Management Accountant	1
411611	Massage Therapist	2
233112	Materials Engineer	1
831211	Meat Boner and Slicer	4
312512	Mechanical Engineering Technician	2
251211	Medical Diagnostic Radiographer	1
322311	Metal Fabricator	3
323214	Metal Machinist (First Class)	3
254111	Midwife	1
121216	Mixed Crop Farmer	1
121317	Mixed Livestock Farmer	1
721999	Mobile Plant Operators nec	4
321211	Motor Mechanic (General)	3
254311	Nurse Manager	1
254411	Nurse Practitioner	1
252411	Occupational Therapist	1
332211	Painting Trades Worker	3
324111	Panel Beater	3
351112	Pastry Cook	3
311216	Pathology Collector	3

<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
211311	Photographer	2
252511	Physiotherapist	1
252611	Podiatrist	1
841514	Poultry Farm Worker	4
241213	Primary School Teacher	1
839312	Product Grader	4
591112	Production Clerk	4
511112	Program or Project Administrator	2
254412	Registered Nurse (Aged Care)	1
254413	Registered Nurse (Child and Family Health)	1
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254416	Registered Nurse (Developmental Disability)	1
254417	Registered Nurse (Disability and Rehabilitation)	1
254421	Registered Nurse (Medical Practice)	1
254418	Registered Nurse (Medical)	1
254422	Registered Nurse (Mental Health)	2
254425	Registered Nurse (Paediatrics)	1
254423	Registered Nurse (Perioperative)	1
254424	Registered Nurse (Surgical)	1
254499	Registered Nurses nec	1
253112	Resident Medical Officer	1
142111	Retail Manager (General)	4
621511	Retail Supervisor	4
334115	Roof Plumber	3
131112	Sales and Marketing Manager	1
225411	Sales Representative (Industrial Products)	1
241411	Secondary School Teacher	4
363211	Senior Beef Cattle Station Worker	3
361211 / 363311	Shearer	3
842317	Sheep Farm Worker	4
831212	Slaughterer	1
261399	Software and Application Programmers nec	1
253311	Specialist Physician (General Medicine)	1
252712	Speech Pathologist	1
139915	Sport Administrator	1
149113	Sports Centre Manager	2
712999	Stationary Plant Operators nec	4
233214	Structural Engineer	1
133611	Supply and Distribution Manager	1
232212	Surveyor	1
733114	Tanker Driver	4
399999	Technicians and Trades Workers nec	3
733111	Truck Driver (General)	4
232611	Urban and Regional Planner	1
361311	Veterinary Nurse	3



<b>ANZSCO</b>	<b>Occupation</b>	<b>Skill Level</b>
841216 / 842222	Vineyard Worker	4
242211	Vocational Education Teacher	1
431511	Waiter	4
333411	Wall and Floor Tiler	3
399917 / 363312	Wool Classifier	3

**Table 10:**  
**Skill level 5 occupations eligible for permanent residence pathway age concession (50)**

<b>ANZSCO / 6 Digit Code</b>	<b>Occupation</b>	<b>Skill Level</b>
851299	Food Trades Assistants nec	5
841211 / 842212 / 842216	Fruit and Nut Farm Worker / Fruit Farm Worker / Nut Farm Worker	5
841212 / 842213	Fruit or Nut Picker / Fruit Picker	5
831311	Meat Processor	5
832114	Meat Packer	5

### ANZSCO Code

An ANZSCO code is a six-digit numerical system used to classify and categorize occupations for statistical purposes and immigration purposes in Australia and New Zealand, each occupation having a unique code.

### ANZSCO Skill Level

In ANZSCO (Australian and New Zealand Standard Classification of Occupations), skill level reflects the range and complexity of tasks within an occupation, measured by formal education, training, experience, and on-the-job training.

### GV DAMA APPROVED OCCUPATIONS (list page 1-4)

Eligible employers are able to sponsor workers in the occupations that are approved for GV DAMA

### SKILLS ASSESSMENT Assessing Authority (Qualifications and Experience page 5-10)

Qualifications are to be assessed by the relevant Skills Assessing Authority

### SALARY CONCESSION (TSMIT / CSIT Concessions page 11-14)

Type 1: Reduced TSMIT/CSIT, and Earnings to include Guaranteed Overtime

Type 2: TSMIT/CSIT, and Earnings to include Guaranteed Overtime and Non-Monetary and Monetary benefits

### ENGLISH CONCESSION (page 15-17)

Concession to English Language Requirement \*\*

### PERMANENT RESIDENCY PATHWAY (page 18-21)

Occupations eligible for permanent resident pathway \*\*

### AGE CONCESSION (page 22-25)

Age concession for the ENS and SESR visa programs \*\*

### LABOUR AGREEMENT STREAM

**SID** – Skills in Demand visa (subclass **482**)

**SESR** – Skilled Employer Sponsored Regional (Provisional) visa (subclass **494**)

**ENS** – Employer Nomination Scheme (subclass **186**)

\*\* Conditions apply

### How to Apply Under A DAMA?

The DAMA is an **employer-sponsored** visa program and individual workers cannot apply independently. Employers must apply to the Designated Area Representative (DAR) to access the DAMA for the occupations, concessions and number of workers they require.



Generally, the application process consists of:

**Step 1.** The employer (sponsoring business) applies to the relevant DAR for **endorsement**.

**Step 2.** The DAR assesses the **endorsement application**.

**Step 3.** If the assessment is positive the DAR issues a letter of endorsement to the employer and notifies the Department.

**Step 4.** The sponsoring business makes an application to enter into an **individual DAMA labour agreement** with the Department. **Step 5.** The Department assesses the **DAMA application**.

**Step 6.** Once a positive outcome is received from the Department, the employer can proceed to **lodge a nomination** for the employee and the employee can also lodge a **visa application** under the labour agreement stream with the Department