

# Pacific Australia Labour Mobility scheme

ACMRO National Conference  
18 July 2024

*Topic: General information about the PALM scheme program and the positive impact of the program on the lives of the participants as well as with the local Australian communities.*



Australian Government



# PALM scheme objectives



Recognise the mutual interest of all participants



Address workforce shortages in Australia when local workers are not available



Support the wellbeing of workers, and uphold their workplace rights and protections



Support the economic growth of participating countries by providing workers with jobs, income and opportunities to increase their skills

# PALM scheme consolidation and growth



## Commencement of SWP and PLS schemes

The Seasonal Worker Programme (SWP) commenced in 2012.

The Pacific Labour Scheme (PLS) commenced in 2018.

## Consolidation

In 2021, the government began the consolidation of the Seasonal Worker Programme and the Pacific Labour Scheme into the PALM scheme.

Consultation on a single deed and guidelines began in December 2021.

Consultation continued later in 2022 and into 2023.

## PALM scheme

Short-term stream – up to 9 months

Long-term stream – 12 months to 4 years

Unskilled to semi-skilled

PALM scheme employers can recruit for positions in rural and regional Australia (nationally for agriculture and agriculture-related food processing).

## PALM scheme Approved Employer Deed of Agreement and Approved Employer Guidelines

From late June 2023.

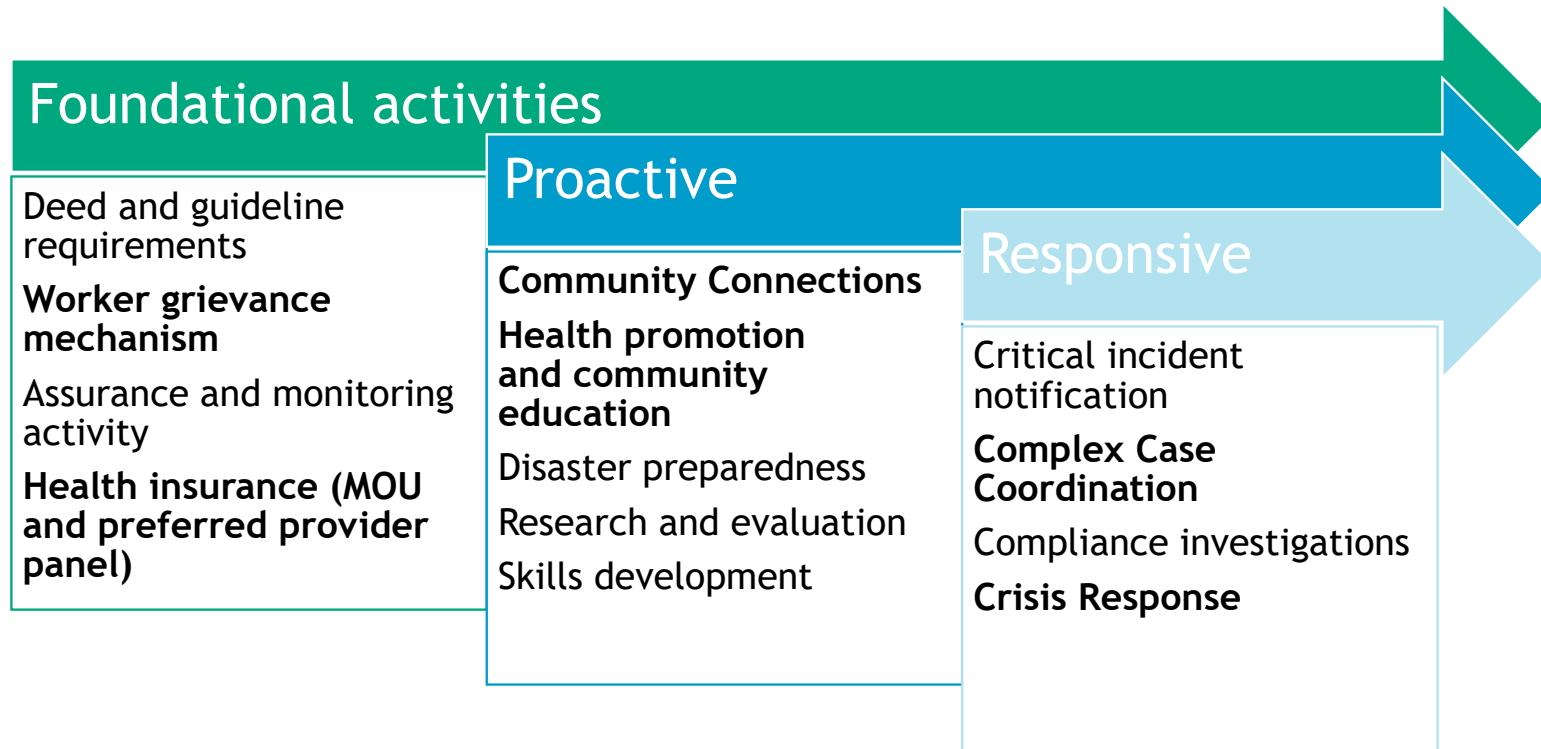
Employer numbers continue to grow with current numbers totalling 473.

## Key PALM scheme settings

- Minimum hours
- Pay parity
- Minimum safeguards
- Worker portability
- Accommodation
- Welfare and wellbeing support people
- Grievance Management
- Cultural Competency



# PALM Worker Support Approach



## Priorities and issues

- Gender based violence
- Criminal justice matters
- Sexual and reproductive health
- Serious illness
- Sector mapping and engagement
- PALM scheme employer worker welfare capability and skills
- Disengagement taskforce



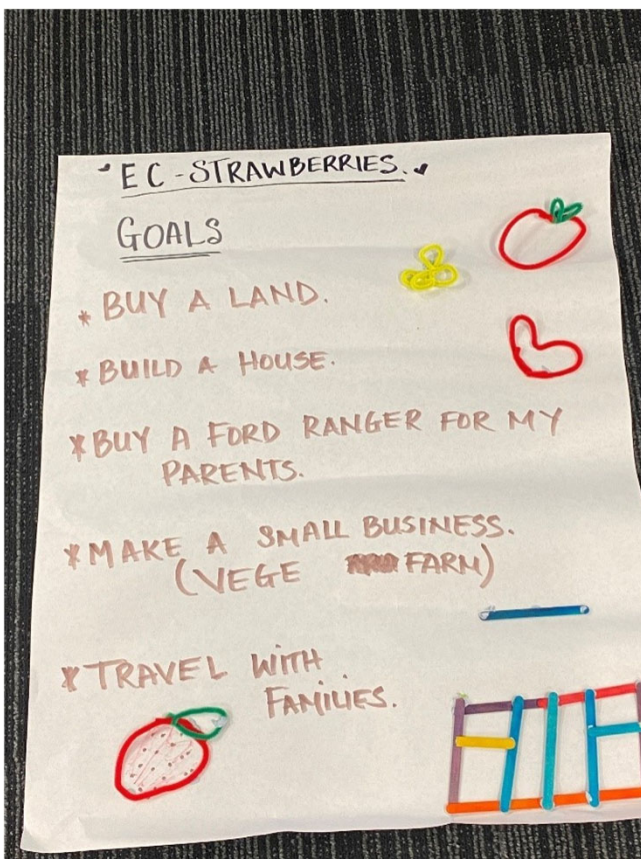
## Benefits from PALM

- Economic - earning significantly more than in their home countries (3-4 times higher for Tongan, 9-10 times higher for ni-Van workers)
- Increased wages as protection from shocks from natural disasters and climate change
- 80% of workers report positive impacts on their relationships with children. 62% of women and 69% of men felt positive effect on their marital relationships.
- Expanded opportunities for women's workforce participation - 81% of women in PALM and RSE reporting greater agency, 87% reported greater access and control over finances.
- Workers report good health – many considering their health to be better while in their host countries than when in home.
- COVID-19 vaccination access.

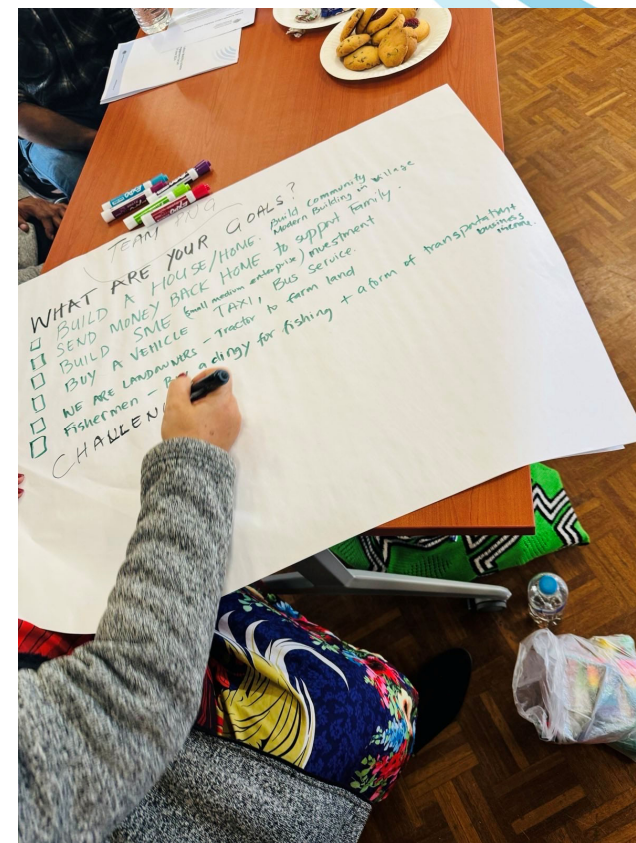
***Overwhelmingly, workers would recommend the schemes to their friends and families, and workers across all groups reported they were satisfied with their...scheme***



## With PALM, I can...



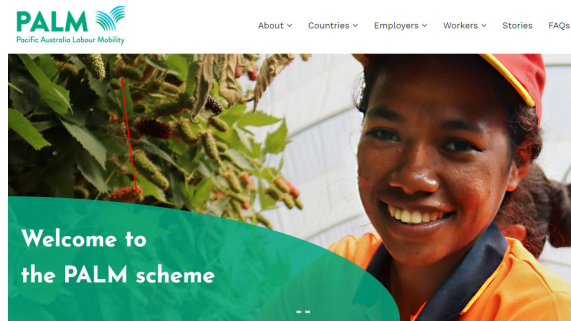
- "True independence"
- Buy a piece of land
- Start a business
- Self-employment
- Better education
- Better healthcare
- Build modern community building in our village



# Resources and information

PALM scheme website

[palmscheme.gov.au](https://palmscheme.gov.au)



## Introducing the Pacific Australia Labour Mobility scheme

The Pacific Australia Labour Mobility (PALM) scheme is the Australian Government's new, streamlined approach to its highly valued Pacific labour mobility initiatives.

[palmscheme.gov.au/resources](https://palmscheme.gov.au/resources)

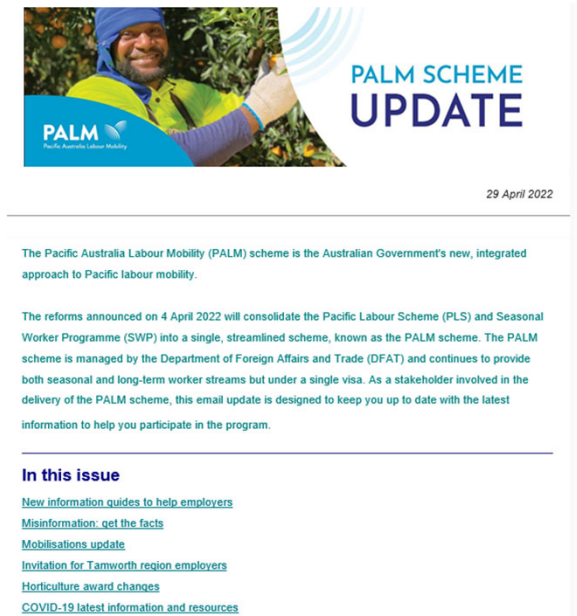
[palmscheme.gov.au/workers](https://palmscheme.gov.au/workers)

PALM scheme Facebook page

[facebook.com/PALMscheme](https://facebook.com/PALMscheme)



Weekly email updates



## Questions and comments



For more information go to:  
**[palm.scheme.gov.au](https://palm.scheme.gov.au)**  
**[palm@dewr.gov.au](mailto:palm@dewr.gov.au)**



**PALM**   
Pacific Australia Labour Mobility