



Great South Coast DAMA

Designated Area
Migration Agreement

Presentation

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Great South Coast

MAP OF OUR REGION



What is DAMA?

Designated Area Migration Agreement

DAMA provides a framework for employers, in a designated area, experiencing skills and labour shortages to sponsor skilled and semi-skilled Overseas Workers.

Utilises the labour agreement stream of the Temporary Skill Shortage (TSS) visa (subclass 482).

DAMA program is an **employer-sponsored** program and individual workers **cannot** apply independently.

Provides a pathway to permanent residency (for skill level 1 to 4 occupations)

Program Objectives

To provide a mechanism to address workforce shortages and support workforce planning.

To enable employers in the GSC, who are unable to recruit appropriately qualified Australians, to supplement their workforce with overseas workers.

To support the expansion of the GSC economy through jobs growth.

To ensure that Overseas Workers receive terms & conditions that meet applicable Australian workplace law and are no less favourable than those provided to Australian workers.

To promote the training of Australians by employers.

Key Elements GSC DAMA

Currently restricted to twenty-seven (27) Approved Occupations

Ceiling of 100 positions in Year 1

English language concessions for some occupations


Salary concessions for some occupations, but worker terms and conditions of employment not to be eroded

A range of risk and integrity actions to ensure that the rights of both workers and employers are protected

Capacity to vary occupations list and ceiling numbers based on ongoing monitoring of labour market

Approved
Occupations

ANZSCO Code	Occupation	ANZSCO Skill Level
721111	Agricultural & Horticultural Mobile Plant Operator	4
311111	Agricultural Technician	2
321111	Automotive Electrician	3
121312	Beef Cattle Farmer	1
141111	Café or Restaurant Manager	2
351311	Chef	2
323211	Computer Numerical Control (CNC) Machinist	3
351411	Cook	3
070499	Dairy Cattle Farm Operator	4
321212	Diesel Motor Mechanic	3
721211	Earthmoving Plant Operator	4
323212	Fitter & Turner	3
141311	Hotel or Motel Manager	2
711211	Industrial Spray painter	4



Approved
Occupations

ANZSCO Code	Occupation	ANZSCO Skill Level
831211	Meat Boners & Slicers	4
831311	Meat Process Worker	5
322311	Metal Fabricator	3
121216	Mixed Crop Farmer	1
121317	Mixed Livestock Farmer	1
721999	Mobile Plant Operators nec	4
321211	Motor Mechanic - general	3
312912	Non-destructive Testing (NDT) Technician	2
324111	Panel beater	3
839312	Product Quality Controller (Meat Grader)	4
070499	Senior Dairy Cattle Farm Worker	3
831212	Slaughterer	4
733111	Truck Driver - general	4

Concessions

Details on specific concessions will be released on the website as it develops

ANZSCO Code	Occupation	Concession Type	
		TSMIT	English language
		✓	✓
721111	Agricultural & Horticultural Mobile Plant Operator	✓	✓
321111	Automotive Electrician	✓	✓
351311	Chef	✓	✓
351411	Cook	✓	✓
070499	Dairy Cattle Farm Operator	✓	✓
321212	Diesel Motor Mechanic	✓	✓
323212	Fitter & Turner	✓	✓
831211	Meat Boners & Slicers	✓	✓
831311	Meat Process Worker	✓	✓
322311	Metal Fabricator	✓	✓
321211	Motor Mechanic - general	✓	✓
831212	Slaughterer	✓	✓
733111	Truck Driver - general	✓	



Designated Area Representative (DAR) is responsible for the management and administration of the DAMA program.

Endorsement of employers seeking to access a Labour Agreement and thereby employ an Overseas Worker

Monitoring activities

Providing support services for employers and visa holders involved in a labour agreement

Evaluating the success of the program

Reporting to the Government



Warrnambool City Council is the DAR for the GSC DAMA.

How to Access the DAMA?

- Employers must first seek the endorsement of the DAR to participate in the program
- If approved, an employer can then apply to the Australian Government to enter into a Labour Agreement
- After the Labour Agreement is approved, an employer can then submit nomination/s of the worker to the Government
 - Subject to skills assessment
- If nomination approved then the worker can apply for a visa



Request for Endorsement

- Employers are encouraged to discuss their proposed request with the DAR prior to lodging a formal Request for Endorsement application.
- **Eligibility Checklist**
 - Is your business located in **GSC Region**?
 - Is the position to be filled located within the **GSC Region**?
 - Is the occupation included in the list of **Approved Occupations** for the GSC DAMA?
 - Do you pass the **Good Corporate Citizen** test?
 - Will you pass the **Adverse Information** test?
 - Have you met the **Labour Market Testing** requirements?

Request for Endorsement

- **Eligibility Checklist** (continued)
 - Will the pay and conditions for the position equal or exceed the **Salary Requirement (TSMIT)** threshold?
OR
 - If no, will the pay and conditions equal or exceed the **Concessions** available for TSMIT?
 - Are you aware of the indicative **Timelines** and accept the time it may take for approval?
 - Are you aware of the potential **Costs** involved and accept that you will not be able to recoup any costs from recruited workers?
 - Are you aware of all other **Sponsor Obligations** and accept that compliance is mandatory?
- Answer **YES** to all the items = likely that you are eligible to participate in the GSC DAMA program

Request for Endorsement

- Complete and submit **Request for Endorsement** form & supporting documentation
 - Guide to completing the form
 - Endorsement fee
- Referral to local Council for comment
- Decision by DAR
- If approved letter of endorsement and supporting documents sent to the DOHA.
 - Will specify in endorsement letter, the Salary Concession type (if any) and English language concession (if any) applicable to each endorsed Occupation.



Labour Agreement

- On receipt of a letter of endorsement from the DAR an employer can then apply for a Labour Agreement through an ImmiAccount.
- An Information Guide on Labour Agreements is available on the Department of Home affairs website.
- Commit to sponsorship obligations

Nominating Worker/s

- Once a business has made a Labour Agreement with the Australian Government it can then nominate an Overseas Worker/s.
 - Recruitment
 - Skills Assessment (by Skills Assessing Authority named in Labour Agreement)
- If DOHA approves the nomination, it will send a letter containing a nomination approval number.
- Once a nomination is approved the Overseas Worker can then apply for a visa.

Next Steps

Council (as the DAR)

- Develop dedicated website
- Recruit specialist staff
- Establish systems
- Identify all skills assessing authorities
- Availability of detailed information and forms in May / June 2019
- Target 'go live' no later than 1 July 2019

Employers

- Ensure meet eligibility criteria
 - Labour market testing
 - Evidence
- Completion of ALL information requirements