



Horticulture Industry Labour Agreement

From 1 January 2020, businesses in Australia's horticulture industry will be able to apply for the new Horticulture Industry Labour Agreement. The Horticulture Industry Labour Agreement increases access to skilled and semi-skilled migrant workers for the horticulture industry, where appropriately qualified Australians are unavailable.

What can a Horticulture Industry Labour Agreement be used for?

The Horticulture Industry Labour Agreement can be used by Australian employers for the following:

- Sponsor overseas workers for the Temporary Skill Shortage (TSS) (subclass 482) visa for a total of 31 approved occupations.
- Sponsor overseas workers for permanent residency under the:
 - Skilled Employer Sponsored Regional (SESR) (subclass 494) visa program with a permanent pathway to a Permanent Residence (Skilled Regional) visa (subclass 191) available after three years; or
 - Employer Nomination Scheme (ENS) (subclass 186) visa program after a three or four year transitional period on a TSS visa—three years for approved Skill Level 1-3 occupations and four years for approved Skill Level 4-5 occupations.
- Access the following concessions to standard skilled visa requirements:
 - Discount of up to 10% on the Temporary Skill Migration Income Threshold (TSMIT) where it is demonstrated that equivalent Australian workers do not receive annual earnings of \$53,900.
 - A broader range of monetary payments (e.g. regularised overtime) and non-monetary benefits (e.g. accommodation) can be counted as guaranteed earnings.
 - For the TSS visa—overseas workers must score at least IELTS 5.0 overall, and at least IELTS 4.0 in each individual component score. For the ENS and SESR visas—overseas workers must score at least IELTS 5.0 overall, and at least IELTS 4.5 in each individual component score.
 - Overseas workers can be up to 50 years of age when they apply for an ENS or SESR visa.

A full summary of approved occupations, terms and available concessions is attached.

How do I apply for a Labour Agreement?

Horticultural industry employers will be able to submit an application to the Department of Home Affairs. On-line labour agreement request forms are available in IMMI Account.

Where can I get further information about labour agreements?

See the Department's website: <https://immi.homeaffairs.gov.au/visas/employing-and-sponsoring-someone/sponsoring-workers/nominating-a-position/labour-agreements>

Email: labour.agreement.section@homeaffairs.gov.au

Horticulture Industry Labour Agreement - Terms and Concessions

Approved occupation	ANZSCO Code or nearest equivalent	ANZSCO Skill Level	Positive Skills Assessment	TSMIT Concession	English Concession	Permanent Pathway
Irrigation Designer/ Manager	234111*	1	Yes	Yes	Yes	Yes
Agronomist	234112	1	Yes	Yes	Yes	Yes
Entomologist	234518*	1	Yes	Yes	Yes	Yes
Horticulture Grower	070499*	1	Yes	Yes	Yes	Yes
Protected Cropping Grower	070499*	1	Yes	Yes	Yes	Yes
Horticulture Research & Development Officer	132511*	1	Yes	Yes	Yes	Yes
Mechanical Engineer	233512	1	Yes	Yes	Yes	Yes
Horticulture Farm Manager	070499*	1	Yes	Yes	Yes	Yes
Quality Assurance Manager	139914	1	Yes	Yes	Yes	Yes
Biosecurity Officer	311399*	2	Yes	Yes	Yes	Yes
Facility Plant Manager	149913*	2	Yes	Yes	Yes	Yes
Facility Supervisor	070499*	2	Yes	Yes	Yes	Yes
Maintenance Electrician	341111*	3	Yes	Yes	Yes	Yes
Fitter and Welder	323213	3	Yes	Yes	Yes	Yes
Agriculture Technician	321212*	3	Yes	Yes	Yes	Yes
Mechanic	321211*	3	Yes	Yes	Yes	Yes
Senior Nurseryperson	362411	3	Yes	Yes	Yes	Yes
Nurseryperson	362411	3	Yes	Yes	Yes	Yes
Nursery Supervisor	362411	3	Yes	Yes	Yes	Yes
Truck Driver	733111	4	Yes^	Yes	Yes	Yes
Mobile Plant Operator	721111	4	Yes^	Yes	Yes	Yes
Fork Lift Driver	721311	4	Yes^	Yes	Yes	Yes
Irrigationist	841999	5	Yes^	Yes	Yes	Yes
Irrigationist Assistant	841999	5	Yes^	Yes	Yes	Yes
Horticulture Section Manager	070499*	5	Yes^	Yes	Yes	Yes
Section Supervisor	070499*	4	Yes^	Yes	Yes	Yes
Production Horticulture Supervisor	070499*	4	Yes^	Yes	Yes	Yes
Production Horticulturist	070499*	3	Yes^	Yes	Yes	Yes
Machinery Manager	149913 or 149999*	4	Yes	Yes	Yes	Yes
Machinery Supervisor	149999*	4	Yes	Yes	Yes	Yes
Cold Storage Manager	149999*	3	Yes	Yes	Yes	Yes

Note: Labour market testing requirements for the standard TSS and SESR visa programs will need to be met.

* Where an occupation in the table above does not exist in ANZSCO, the closest equivalent occupation available under ANZSCO has been utilised. Where no close equivalent exists, code 070499 is used with the relevant skills/qualifications specified under the terms of each Labour Agreement.

^ Skill and qualification requirements will differ from those stipulated in ANZSCO and will be specified under the terms of each Labour Agreement.