





AUSVEG Visa Overview

The purpose of this document is to show the different visas available to Australian vegetable and potato growers.

For Australian Vegetable and potato growers there are four common visas that can be used to recruit workers, including:

- **Working Holiday Maker (WHM)**
 - Work and Holiday Visa (subclass 462)
 - Working Holiday Visa (subclass 417)
- **Pacific Australian Labour Mobility (PALM) Scheme**
 - Seasonal stream
 - Long-term stream
- **Horticulture Industry Labour Agreement (HILA)**
- **The Australian Agriculture Visa (AAV)**

Each of these visas cover different skill levels, occupations, time frames, participating countries and costs. See below for a breakdown of each visa and its requirements.

Each of these Visas require employers to either be accredited employers or an approved sponsor. More information on accreditation and sponsorship requirements can be found under the relevant visa.

Working Holiday Maker (WHM) Program

The Working Holiday Maker Program allows young adults to have a 12-month holiday in Australia whilst undertaking short-term work and/or study.

There are two subclasses in the WHM Program:

- Work and Holiday Visa (subclass 462)
- Working Holiday Visa (subclass 417)

There are a few key differences between these visas, including:

- Different partnering countries.
- The 462 visa has an education requirement, but the 417 visa does not.
- The 462 visa also requires letters of support from governments from certain countries and requires a functional level of English.

Workers on their first year WHM visa can undertake work in any industry and location in Australia. To be eligible for a second or third year visa, they must complete either three or six months of 'specified work' such as agricultural work. More details on specified work options can be found here, Specified work for Working Holiday visa (subclass 417) (homeaffairs.gov.au).

Specific work roles in horticulture can include the following:

- harvesting and/or packing of fruit and vegetable crops,
- general maintenance crop work,
- cultivating or propagating plants, fungi or their products or parts,
- immediate processing of plant products.

Working Holiday Makers:

- Must have a passport from an eligible country.
- Must not be accompanied by dependent children.
- Allows visa holders to study for up to 4 months.
- Allows visa holders to travel to and from Australia as many times as they want.

UPDATE: From 19 January 2022, WHMs working in any sector anywhere in Australia may continue to work for the same employer or organisation for longer than six months without requesting permission. This arrangement will be in place until 31 December 2022 when it will be reviewed by the Government.

Visa	Cost to employee	Skill Level	Time	Age	Partnering Countries
Work and Holiday Visa (subclass 462)	\$495 (Currently waived)	All skill levels	12-months	Must be 18 to 30 years old.	Argentina, Austria, Chile, China, Czech Republic, Ecuador, Greece, Hungary, Indonesia, Israel, Luxembourg, Malaysia, Peru, Poland, Portugal, San Marino, Singapore, Slovak Republic, Slovenia, Spain, Switzerland, Thailand, Turkey, Uruguay, USA, Vietnam.
Working Holiday Visa (subclass 417)	\$495 (Currently waived)	All skill levels	12-months	Must be 18 to 30 years old, except for Canadian, French, and Irish citizens up to 35.	Belgium, Canada, Republic of Cyprus, Denmark, Estonia, Finland, France, Germany, Hong Kong Special Administrative Region of the Peoples Republic of China, Republic of Ireland, Italy, Japan, Republic of Korea, Malta, Netherlands, Norway, Sweden, Taiwan, United Kingdom.

Pacific Australia Labour Mobility (PALM) Scheme

The PALM Scheme allows employers to hire workers from nine Pacific Islands and Timor-Leste when there are not enough domestic workers available.

On 4 April 2022, the Temporary Work (Internal Relations) visa (subclass 403) Pacific Australia Labour Mobility (PALM) Scheme was introduced. The new PALM scheme visa consolidated and replaced the Seasonal Worker Programme (SWP) and Pacific Labour Scheme (PLS) into a single visa scheme. The scheme offers a long-term (up to four years) and seasonal (up to nine months) option.

Worker eligibility:

- Hold or obtain a valid passport.
- Be physically fit and healthy for the work specified.
- Have no criminal record.
- Be of good character.
- Have the right qualifications and/or work experience.
- Have an intention to return to their participating country.
- Have a reasonable standard of English (for longer-term workers only).

Under the PALM scheme workers can only undertake specified work within specific industries such as Agriculture.

To sponsor a Pacific worker, an employer must demonstrate that they:

- are an eligible business registered and operating in Australia,
- are **NOT** an individual, sole trader or unincorporated company, and
- are an approved employer under the PALM scheme, hold a DHA Temporary Activities Sponsorship (TAS).

Visa	Cost to employee	Cost to employer to participate	Skill Level	Time	Age	Partnering Countries
Seasonal stream	AUD\$315	AUD\$420	Unskilled and low-skilled	Up to nine months	21+	Fiji, Kiribati, Nauru, Papua New Guinea, Samoa, Solomon Islands, Timor-Leste, Tonga, Tuvalu, Vanuatu.
Long-term stream	AUD\$315	AUD\$420	Low-skilled and semi-skilled	Up to four years	21+	

Horticulture Industry Labour Agreement (HILA)

The HILA increases access to skilled and semi-skilled migrant workers for the horticulture industry when qualified Australians are unavailable. The HILA has an age cap of 50 years old and provides pathways for permanent residency.

Under the HILA an employer can sponsor workers under the Temporary Skill Shortage (TSS) (subclass 482) visa for a total of 31 approved occupations.

The HILA covers 31 critical occupations in the horticulture industry including:

- Agricultural Technician
- Agronomist
- Biosecurity Officer
- Cold Storage Manager
- Facility Plant Manager
- Facility Supervisor
- Fitter and Welder
- Forklift Driver
- Horticulture Farm Manger
- Horticulture Grower
- Horticulture Research & Development Officer
- Horticulture Section Manager
- Irrigationist
- Irrigationist Assistant
- Irrigation Designer/ Manager
- Maintenance Electrician
- Machinery Manager
- Machinery Supervisor
- Mechanic
- Mechanical Engineer
- Mobile Plant Operator
- Nurseryperson
- Nursery Supervisor
- Production Horticulture Supervisor
- Protected Cropping Grower
- Quality Assurance Manager
- Senior Nurseryperson
- Section Supervisor
- Truck Driver

To use the HILA, growers must be a Standard business sponsor which assesses businesses to ensure they are fit to sponsor an applicant. See more information on becoming a Standard business sponsor here: [Become a sponsor Standard business sponsor \(homeaffairs.gov.au\)](https://www.homeaffairs.gov.au).

Visa	Cost to employee	Cost to employer to participate	Skill Level	Time	Age	Partnering Countries
HILA	nil	\$420	Skilled and semi-skilled	Up to four years	Up to 50 years of age	All

The Australian Agriculture Visa (AAV) – Not currently available

The Australian Agriculture visa will help to supplement the PALM scheme and will be the primary scheme to address agriculture workforce shortages. It is a stream within the Temporary Work (International Relations) subclass 403 visa. The Visa is still being designed with heavy input from industry.

The visa will allow workers to return for four consecutive years without reapplying. Workers can work in Australia for nine months of the year and must return home between seasons.

Workers will be able to move between approved employers if pre-approved prior to arrival to Australia. Other models of portability are also being explored.

Worker safety and protection standards will require all workers to possess minimum English skills, be over 21 years old, have health insurance, and relevant occupation skills.

The Ag visa is a sponsored visa and requires all employers to be approved Temporary Activity Sponsors (TAS) under the Migration Regulations 1994.

The AAV is a sponsored visa and requires all employers to:

- Show evidence they are currently an approved employer under the PALM scheme or are accredited under an endorsed industry accreditation scheme, with a financial solvency and a Fair Work Ombudsman workplace compliance history check.
- Sign a deed of agreement with DFAT which lays out obligations as a program participant, including employee protections, conditions, and standards.
- Complete employer application and eligibility requirements that can be found in the link below.

Please find the most up to date Agriculture Visa factsheet here, dfat.gov.au/people-people/international-labour-mobility/australian-agriculture-visa

Visa	Cost to employee	Cost to employer to participate	Skill Level	Time	Age	Partnering Countries
Agriculture Visa	TBD	AUD\$420	All skill levels	Seasonal, short-term, and long-term work.	21+	Vietnam



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