



Australian Government

**Joint Standing Committee on Migration
Inquiry into the Seasonal Worker Programme**

Department of Employment – Supplementary Submission

Placement of seasonal workers

The Deed of Agreement between the Department of Employment and an approved employer requires the approved employer to submit certain information to the Department of Employment prior to recruiting seasonal workers. Approved employers must outline their intended recruitment arrangements for seasonal workers including how many seasonal workers they are seeking to employ, the proposed work and accommodation placement(s) of seasonal workers, the employment conditions for seasonal workers, and the proposed transportation and pastoral care arrangements for seasonal workers together with the offer of employment for seasonal workers which must also contain this stated information for approval by the Department of Employment.

Approved employers must only recruit in accordance with the Department of Employment's approval of recruitment and must only employ seasonal workers in accordance with terms and conditions consistent with the offer of employment.

If an approved employer intends to alter any aspects of their arrangements for seasonal workers outlined in the approved recruitment and offer of employment, the Department of Employment must be informed and seasonal workers must agree in writing to the amendments.

The Department of Employment provides a recruitment approval notification to the approved employer and the approved employer's nominated labour sending country. The recruitment approval provides advice on the matters considered by the department, including the work and accommodation locations, and the letter of offer of employment. It allows the labour sending officials to provide a pre-departure briefing to seasonal workers that addresses the details of who will be the seasonal workers point of contact in Australia, who is their employer, how to raise issues or concerns, where they will be working and living and a range of other matters associated with working and living in Australia.