



JOINT STANDING COMMITTEE ON MIGRATION

INQUIRY INTO THE WORKING HOLIDAY MAKER PROGRAM

The Refugee Council of Australia (RCOA) is the national umbrella body for refugees, people seeking asylum and the organisations and individuals who work with them, representing over 190 organisations. RCOA promotes the adoption of humane, lawful and constructive policies by governments and communities in Australia and internationally towards refugees, people seeking asylum and humanitarian entrants. RCOA consults regularly with its members, community leaders and people from refugee backgrounds, and this submission is informed by their views.

The Australian economy has been substantially affected by the coronavirus (COVID-19). In order to contain the spread of the virus, the Australian Government has closed its borders to all but citizens and permanent residents. This is likely to have a significant impact on a number of industries, especially those in regional areas, which have traditionally relied on temporary migration to provide much needed labour. While Australia may be managing the pandemic well within our borders, it will be a long time until we are able to open our borders to other migrants. However, refugees who are already in Australia can help address these shortfalls.

Over 17,000 people on a Temporary Protection Visa (TPV) or a Safe Haven Enterprise Visa (SHEV) are able to fill labour shortages across Australia. The SHEV was introduced in 2014 to encourage people who are found to be refugees to move to regional Australia. If they do so, they will be able to apply for another temporary visa, with the hope (but distant reality) of eventually moving onto a permanent visa. However, the current visa system and support services have not produced these intended outcomes, with most people not residing in a regional location, nor able to utilise the pathway options.

In order to encourage refugees on a SHEV or TPV to help fill these labour shortages, there needs to be proper incentives and supports in place. People need security that they will be able to remain in Australia and continue contributing to their local communities. They need to be able to settle with their families by their side, and they need local communities who are willing and able to support them. Together, the policy changes recommended in this submission will allow refugees on SHEVs and TPVs to help address the impending labour crisis in Australia's critical sectors and industries, such as the agriculture, meat, food processing, child care, aged care and disability care sectors. Importantly, SHEV holders can only help to fill these labour shortages with proper support and implementation of realistic pathways.

1 Impacted industries and regions

- 1.1 The closure of Australia's international borders by the Australian Government to all but citizens and permanent residents will significantly impact a number of industries. In particular, industries in regional areas, which have traditionally relied on temporary migration to provide much needed labour, will be most impacted.
- 1.2 The agriculture, food processing, health care, aged care, disability care and child care industries are at risk and are likely to be most affected by COVID-19. These industries have

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been deemed now 'critical sectors' by the Australian Government as a result of the COVID-19 pandemic.¹ Some of these industries have a strong reliance on temporary migration to meet their labour demands. For example, the agricultural industry is highly reliant on temporary migration and is very likely to experience a significant increase of its labour shortage due to COVID-19.

- 1.3 In particular, the horticulture and meat industries will be severely affected by COVID-19 due to critical labour shortages. This is because these industries traditionally rely on seasonal workers or backpackers to harvest crops and process meat.² This means that the agricultural industry as a whole is at significant risk if Australia's travel restrictions and international border closures continue, as they are expected to for some time.
- 1.4 The types of temporary migrant workers that have traditionally worked in these industries are:
 - Working Holiday Makers (WHMs)
 - Seasonal Workers from the Pacific in the Seasonal Worker Program (SWPs)
 - Annual workers from the Pacific in the Pacific Labour Scheme (PLS), and
 - International students
- 1.5 There has been a significant drop in WHMs living in Australia since the beginning of 2020 when COVID-19 became a world-wide pandemic. At the end of 2019, there were 141,142 WHMs living in Australia, but by the end of March 2020, only 119,266 remained.³ This is a sharp and unprecedented decline, given that in the five years preceding 2020, there has been an average of 144,564 WHMs in Australia at any given time.⁴
- 1.6 The child care sector is another critical sector that is very likely to experience severe labour shortages due to COVID-19. This sector will be particularly at risk, given that it was already experiencing a labour shortfall of child carers prior to COVID-19 restrictions. Victoria, NSW, NT and WA have experienced difficulties in recruiting child carers for some time. In Victoria, there has been a shortage of qualified child care workers with a Certificate III, the minimum requisite qualification, with a low number of suitable applicants resulting in half of all vacancies remaining unfilled.⁵
- 1.7 The aged care sector is also likely to experience a labour shortfall due to COVID-19. This is as a result of international border closures, as well as an increased need for aged care workers in nursing facilities where elderly residents are especially vulnerable to COVID-19 and at high risk of experiencing serious complications. More workers are required to provide additional services in aged care facilities, or to replace workers that have contracted COVID-19 or are no longer willing to work in the sector as a result of the pandemic.
- 1.8 The health care sector, including aged care, is one of Australia's largest sectors and one of the highest in demand areas of labour recruitment. This is because Australia has an ageing population and high population growth which has created a big demand for healthcare and aged care services.⁶ Even prior to COVID-19, the number of people working as aged or disability carers grew from 131,400 in 2014 to 177,200 in 2019.⁷ Due to strong sector growth,

¹ Department of Home Affairs (2020). *COVID-19 and the border: Staying in Australia*.

<https://covid19.homeaffairs.gov.au/staying-australia#9>

² National Farmers Federation (2020). *Farm sector braces for coronavirus impact*. <https://nff.org.au/media-release/farm-sector-braces-for-coronavirus-impact/>

³ Australian Government (data.gov.au) (2020).

⁴ Australian Government (data.gov.au) (2020).

⁵ Department of Jobs and Small Business (2018).

https://docs.employment.gov.au/system/files/doc/other/421111childcareworkervic_1.pdf

⁶ Pickering, C. (2020). *Skill shortages may undermine our healthcare system*.

<https://www.hospitalhealth.com.au/content/nursing/article/skill-shortages-may-undermine-our-healthcare-system-1573304554#axzz6QXIP9qWt>

⁷ Australian Government (2020). *Aged and Disabled Carers*.

<https://joboutlook.gov.au/Occupation?search=Career&code=4231>

the combined aged and disability care sector was predicted to grow by 69,200 jobs in the five years preceding 2023.⁸ This increase is now likely to be markedly higher due to the dramatic changes to the aged care sector brought about by COVID-19.

- 1.9 The labour shortages in critical sectors and industries due to COVID-19 are likely to impact both metropolitan and regional communities across Australia. The agricultural and horticultural industries will affect many regional areas in Australia that have been traditionally reliant on a steady migrant labour force.⁹ In addition, the meat processing industry, which is also heavily reliant on a stream of migrant labour, will also be particularly affected in regional areas, as well as metropolitan centres. Labour shortages in the child care, aged care and disability care sectors will be experienced across most of Australia's metropolitan centres and regional areas. Appendix 1 provides a non-exhaustive list of areas and regions likely to be most affected by COVID-19 related labour shortages.¹⁰
- 1.10 Although the Australian Government has made some provisional changes to the visa arrangements for some existing migrant workers due to the labour shortages created by COVID-19, the lack of a steady flow of overseas migrant workers into Australia means that industry and regional labour shortfalls are likely to get worse. Many temporary migrant workers have already departed Australia due to COVID-19 and there is no new stream of migrants flowing into Australia. However, SHEV and TPV holders provide a unique opportunity for the Australian Government to address these shortages through supporting people who are already in Australia.

2 How SHEV and TPV holders can fill these labour shortages

- 2.1 In late 2014, the Australian Government announced that it would be creating a new temporary protection visa called the Safe Haven Enterprise Visa, or SHEV, for those who arrived in Australia by boat and are found to be owed refugee protection. The Government announced that this visa would be valid for five years and was designed to encourage refugees to move to regional areas. To be eligible for a SHEV, a person must declare an intention to work or study in a designated SHEV zone.
- 2.2 NSW was the first state to opt into the SHEV scheme in July 2015. By October 2016, all states and territories announced the postcodes which would be part of the scheme.
- 2.3 When applying for a SHEV, a person must declare that they have an intention to work or study in a regional area. If a person, or a member of their family, does work or study in a regional area for a total of 42 months (3.5 years), they will be able to apply for another visa (but not a permanent protection visa).
- 2.4 However, the SHEV has not fulfilled its policy intention in attracting refugees to live and work in regional areas. According to data obtained under freedom of information, only approximately 3,500 of the 11,500 people on a SHEV are currently residing in a designated SHEV region (30%).
- 2.5 A key reason for the failure of the SHEV to attract people to work in regional areas is the lack of a realistic pathway to permanency for people who do work in a regional area. If a person on

⁸ Department of Education, Skills and Employment (2020). *Newsroom*.
<https://www.employment.gov.au/newsroom/demand-personal-care-workers-growing>

⁹ Smee, B. (2020).

¹⁰ Fruit Picking Jobs (2020). *Australian Harvest Calendar*. <https://www.fruitpickingjobs.com.au/australian-harvest-and-crop-calender/>; Australia Meat Industry Council (AMIC) (2019); Department of Education, Skills and Employment (2019). *Demand for personal care workers growing*. <https://www.employment.gov.au/newsroom/demand-personal-care-workers-growing>; Department of Education, Skills and Employment (2020). *Skill Shortages*. <https://www.employment.gov.au/skillshortages?page=11&resource=>; Department of Jobs and Small Business (2018). *Butcher and Smallgoods Maker ANZSCO 3512-11*; Aussie Farms (2020). *List of Australian abattoirs/slaughterhouses*. <https://www.aussiefarms.org.au/facilities/food/abattoirs>; AMIC (2019). *Submission on Jobs for the Future in Regional Areas*.

a SHEV meets the visa pathway, they are then able to apply for certain other skilled, family and student visas. However, they are not guaranteed those other visas and must meet the specific requirements of the visa.

- 2.6 Many of these visas are out of reach for refugees on a SHEV, even if they fulfil the visa pathway. The criteria of these other visas are incredibly onerous and prohibitive for most people. This is especially true because people on a SHEV are not able to access any federal government education support which would support them to attain the skills and education required for many of these visas. As such, the SHEV has failed to provide a realistic incentive for people to move to regional areas, and therefore failed in its policy intention in encouraging regional resettlement.
- 2.7 Fortuitously, our research shows that if refugees on a SHEV or TPV are given a realistic pathway to permanency, with the ability to reunite with family members, many will take up the option to work in regions and industries most likely to be impacted by COVID-19.
- 2.8 Further, the current COVID-19 crisis has impacted people's ability to meet the pathway. Many holders of the SHEV have worked diligently to meet the work criteria of the SHEV pathway requirements, doing paid and lawful work in regional Australia to count towards the 3.5 years (42 months) they need to demonstrate they have not been reliant on income support via Special Benefit. However, like millions of others in Australia, these regional workers have been unexpectedly and severely impacted by the pandemic-related job losses. As such, the amount of time someone has to work to meet the pathway requirement should be reduced to one year in recognition of the impact of COVID-19 and to provide a realistic incentive for people to work in affected areas and industries.
- 2.9 We recommend the following reforms in order to support and encourage refugees on a SHEV or TPV to work in a regional area or industry most impacted by COVID-19. These are captured in Figures 1 and 2 below.

Recommendation 1

RCOA recommends that permanent visas are available to all refugees on a SHEV or TPV who meet the SHEV pathway. This can be achieved by modifying the criteria of existing permanent skilled visas.

Recommendation 2

RCOA recommends that the SHEV pathway be modified to reduce the amount of time that refugees need to work or study down to one year (12 months cumulative), to recognise the impact of COVID-19 on the Australian economy in the coming months and years.

Recommendation 3

RCOA recommends modifying the SHEV pathway to allow refugees to meet the pathway requirement by working in a designated and/or critical sector or industry impacted by COVID-19, regardless of the location of employment. Critical sectors and industries affected by and likely to experience labour shortfalls due to COVID-19 and international border closures should be deemed 'designated SHEV industries' for the revised SHEV pathway. This will enable refugees not only to meet the SHEV pathway by working in regional areas, but also by working in designated industries which have chronic labour shortages or are critical sectors. SHEV industries should be designated in consultation with industry bodies.

Figure 1: Current SHEV Pathway

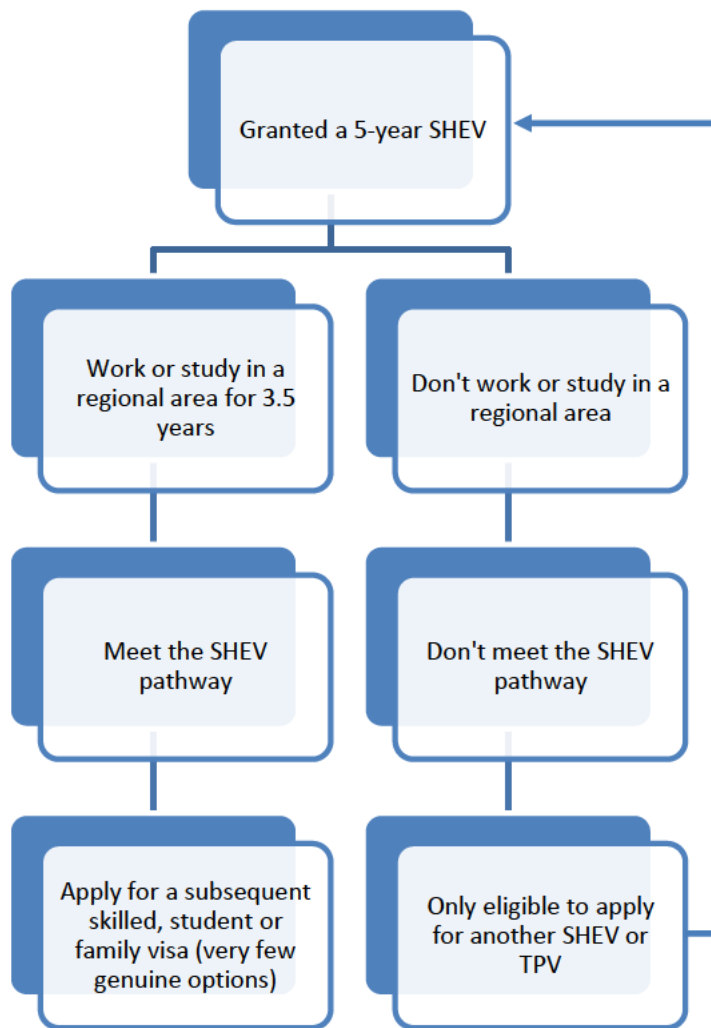
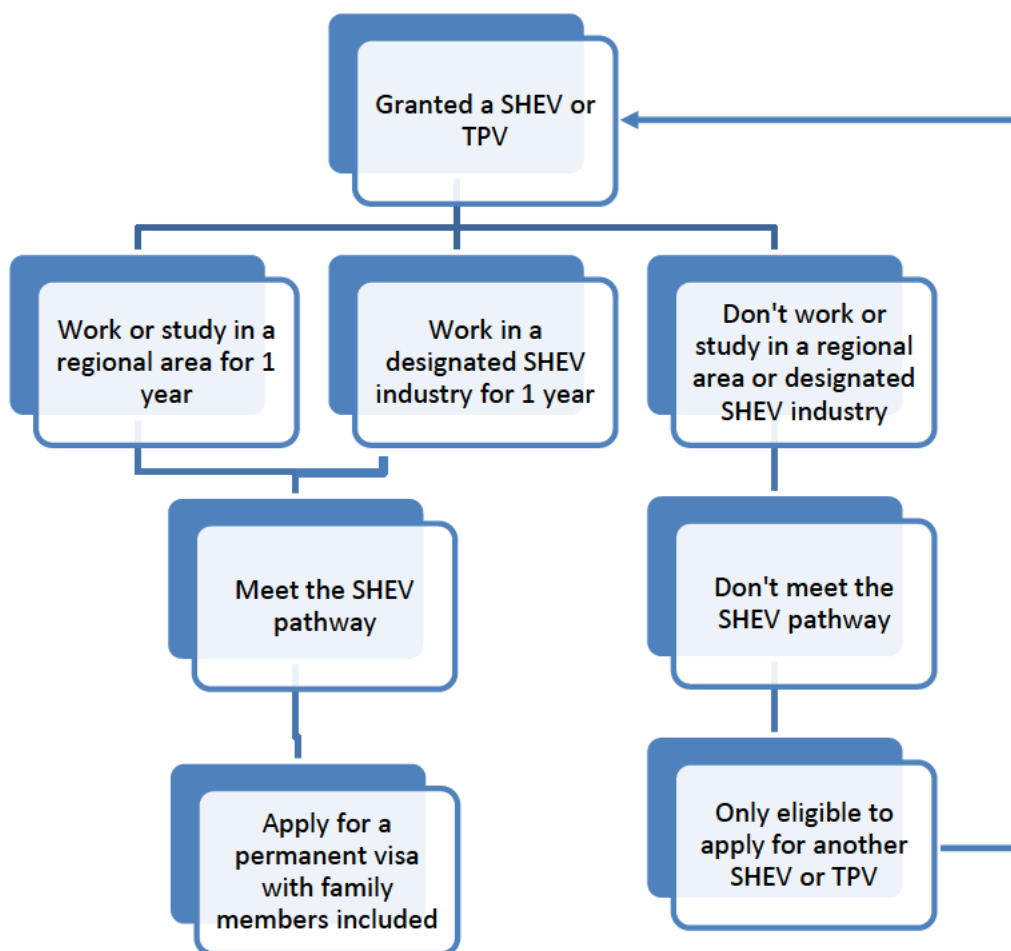


Figure 2: Proposed SHEV Pathway



3 The importance of family reunion

- 3.1 The current SHEV and TPV arrangements prohibit family reunion. Refugees on a SHEV have been separated from their family members for over seven years, and are unlikely be reunited for at least four more years under current policies. As people on TPVs and SHEVs have been found to be in need of refugee protection, it is likely that their immediate families require urgent protection as well. Positive settlement – including full economic participation and optimal health and well-being – is only possible when people are assured of the safety of their family members. Studies show that people cannot settle and start a new life while separated from their families.
- 3.2 There are significant economic benefits that come with family reunion. Refugees that have been separated from, and are not supported in reuniting with, their families, are often impacted psychologically, socially, and financially, while the wider Australian community also suffers from increased financial and social cohesion costs.¹¹ People who are reunited with their family can focus on settling into their new community: finding a job, buying a house and contributing to the Australian community. Conversely, people who are still separated from their family cannot put down roots until they know their family members are safe as well. Remittances that

¹¹ Refugee Council of Australia (2016). *Addressing The Pain of Separation for Refugee Families*.

currently flow from Australia would be re-directed into the Australian economy, and there is clear evidence that health outcomes would improve once families are safely together.

- 3.3 The need for families to be reunited is critically important to refugees and to the broader Australian community. This is because facilitating family reunion has been shown to have an impact on settlement through improvements in economic participation, as well as the psychosocial wellbeing of refugees themselves. This is especially true during, and immediately after, the COVID-19 crisis when families will need to be together more than ever for emotional support and well-being. Family members of SHEV and TPV holders who meet the pathway requirement should be allowed to be included as additional applicants on the permanent visa application, and travel to Australia should be facilitated as per any other family member of a Australian permanent resident or citizen.

Recommendation 4

RCOA recommends that the Government ensure that family members overseas can be included in subsequent visa applications of SHEV or TPV holders who meet the current SHEV pathway.

4 The importance of settlement services to assist refugees to work in regional areas or affected industries

- 4.1 SHEV holders are not eligible for settlement services currently available to other refugees, such as the Humanitarian Settlement Program and many other federal government services. This has a significant impact on people attempting to settle in regional areas while on the SHEV. Many service providers in regional areas stated that there is no established system to alert them to the arrival of people on a SHEV to their area, given their lack of access to services. Service providers who spoke to RCOA were also concerned that SHEV holders have insufficient information about the regional areas and the requirements of their visas. This information gap would be less likely to occur if SHEV holders had access to casework support.
- 4.2 Likewise, many SHEV and TPV holders may not have adequate support to apply for jobs in affected regional areas or industries. While labour shortages may be present, without additional employment support, many people may fail to adequately indicate their willingness to work in these areas. Many people may not have experience applying for jobs online, writing a cover letter or CV, and may not have experience in participating in a job interview.
- 4.3 As such, grants for settlement organisations who are experienced and well-placed in supporting refugees in settlement and finding employment should be available to assist refugees settle in affected regions and apply for jobs in affected industries.

Recommendation 5

RCOA recommends that the Australian Government extend eligibility for settlement services to people currently on TPVs and SHEVs in order to support them to move to regional areas and/or obtain work in industries most impacted by COVID-19.

5 Economic benefits of supporting refugees on TPVs and SHEVs to permanently settle in Australia

- 5.1 The negative impact on Australia's critical sectors and industries, through an exacerbation of labour shortages created by COVID-19, will significantly affect the Australian economy. Permanent migration is key to Australia's economic recovery. As the flow of migrant workers has been halted due to COVID-19, various critical sectors, industries, regional areas, and communities across Australia must be able to rely on migrants who are already in Australia, such as SHEV and TPV holders, to increase the labour supply and fill chronic labour shortages. Various sectors and industries across Australia, both in regional areas and capital cities, will benefit from the additional labour resource opportunity that SHEV and TPV holders present if they are able to remain in Australia permanently.

- 5.2 As at 31 March 2020, there were 17,223 temporary protection visa holders in Australia of which 11,742 were SHEV holders and 5,481 were TPV holders.¹² In addition, as at the same date, there were 12,742 people in Australia who arrived in Australia by boat and are currently on a bridging visa. At least 69% of these bridging visa holders are likely to be granted SHEVs or TPVs, based on current visa grant rates.
- 5.3 If SHEV and TPV holders are permitted to permanently settle in Australia and to provide a long-term contribution to the economy, Australia's GDP, as well as total employment and household consumption, will increase. There are several documented examples of successful settlement of refugees in regional Australia, where refugees contributed to economic growth and developed the capabilities of regional towns and city areas where they increased and diversified the population base of regional Australia.
- 5.4 For example, the resettlement of Karen refugees from Burma in the regional town of Nhill in Victoria demonstrates how well-supported refugee settlement can reverse the trend of regional decline. In a joint report, AMES Australia and Deloitte Access Economics (DAE) assessed the impact of the settlement of over 160 Karen refugees on the township of Nhill.¹³ The report found that the resettlement of Karen refugees had a significant impact on Gross Regional Product (GRP) and employment levels in the region, generating around \$41.5 million for the regional economy over the five years of analysis. In the financial year of 2013-14 alone, the resulting economic growth from the resettlement of Karen community amounted to 4.4% of the GRP of Hindmarsh Local Government Area, where Nhill is located.
- 5.5 Using the Nhill example, the permanent settlement of SHEV and TPV holders currently living in Australia is likely to have a significant impact on GDP and employment in Australia, generating around \$6.75 billion for the Australian economy over a five-year period. Using the economic modelling outlined in an Oxfam Australia and DAE report concerning the economic impact of increasing Australia's humanitarian intake,¹⁴ the total GDP increase over a fifty-year period is estimated to be \$71.82 billion. In addition, based on the Nhill example, allowing SHEV and TPV holders to remain in Australia is also likely to increase total employment in Australia with around 57,233 FTE positions added to the Australian economy over a five-year period. The employment gains will increase further as second-generation migrants start to enter the labour force.¹⁵
- 5.6 Moreover, based on the Oxfam Australia and DAE report,¹⁶ settling SHEV and TPV visa holders in Australia permanently is estimated to increase household consumption of goods and services in Australia by an estimated \$5.33 billion over the next 50 years from 2020-21 to 2069-70. The impact on household consumption is expected to increase over time in line with the increase in economic activity generated by SHEV and TPV holders over the coming years.
- 5.7 Based on the above economic analysis, it is clear that, in an economic climate where migration into Australia has been indefinitely suspended due to the COVID-19 crisis, the impact that existing refugees can make on economic growth, employment and consumption is highly significant and cannot be underestimated as an integral factor in Australia's COVID-19 economic recovery.

Recommendation 6

RCOA recommends that the Committee note the economic analysis that details the benefits that extending permanency to refugees on temporary visas would have on the Australian economy in the short- and long-term.

¹² Australian Government (data.gov.au) (2020). *Number of Temporary visa holders in Australia pivot table*. <https://data.gov.au/dataset/ds-dga-ab245863-4dea-4661-a334-71ee15937130/details>

¹³ AMES and DAE Report (2015). *Economic and social impact of the Karen resettlement in Nhill*.

¹⁴ Oxfam Australia and Deloitte Access Economics (2019).

¹⁵ Oxfam Australia and Deloitte Access Economics (2019).

¹⁶ Oxfam Australia and Deloitte Access Economics (2019).

6 Summary of recommendations

Recommendation 1

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Recommendation 2

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RCOA recommends that the Australian Government extend eligibility for settlement services to people currently on TPVs and SHEVs in order to support them to move to regional areas and/or obtain work in industries most impacted by COVID-19.

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Appendix 1: Impact of COVID-19 on regional areas and communities

The following table provides a list of regions most likely affected by COVID-19, and whether such areas are currently a designated SHEV region for the purposes of the SHEV pathway.

Region	Industry	SHEV Designated Regional Area?
New South Wales		
Metropolitan and regional NSW	Child care	Partially
Metropolitan and regional NSW	Aged care	Partially
Metropolitan and regional NSW	Disability care	Partially
Metropolitan and regional NSW	Butchers and smallgoods makers	Partially
Metropolitan and regional NSW	Meat processing (livestock handlers, plant operators, knife hands, slaughter floor labourers, boners, trimmers, packers)	Partially
Dubbo	Red meat processing	Yes
Young	Horticulture (stone fruit, prunes, cherries)	Yes
Leeton	Horticulture (grapes)	Yes
Griffith	Horticulture (grapes, oranges, onions)	Yes
Orange	Horticulture (pears, apples, cherries)	Yes
Hunter Valley	Horticulture (grapes)	Partially
Tumbarumba	Horticulture (grapes, blueberries)	Yes
Batlow	Horticulture (apples, stone fruit)	Yes
Narrabri	Horticulture (cotton picking)	Yes
Moree	Horticulture (cotton picking)	Yes
Gundagai	Horticulture (asparagus)	Yes
Cowra	Horticulture (asparagus)	Yes
Victoria		
Metropolitan and regional Victoria	Child care	Partially
Metropolitan and regional Victoria	Aged care	Partially
Metropolitan and regional Victoria	Disability care	Partially
Metropolitan and regional Victoria	Butchers and smallgoods makers	Partially
Metropolitan and regional Victoria	Meat processing (livestock handlers, plant operators, knife hands, slaughter floor labourers, boners, trimmers, packers)	Partially
Warrnambool	Red meat processing	Yes
Cobram	Horticulture (pears, peaches, apples)	No

Invergordon	Horticulture (pears, peaches, apples)	No
Kyabram	Horticulture (tomatoes, pears, peaches, apples)	Yes
Ardmona	Horticulture (pears, peaches, apples)	Yes
Shepparton	Horticulture (tomatoes, pears, peaches, apples)	Yes
Tatura	Horticulture (tomatoes, pears, peaches, apples)	Yes
Echuca	Horticulture (tomatoes)	Yes
Rochester	Horticulture (tomatoes)	Yes
Elmore	Horticulture (tomatoes)	Yes
Ovens	Horticulture (tobacco)	No
King & Kiewa Valleys	Horticulture (tobacco)	No
Swan Hill	Horticulture (grapes)	Yes
Robinvale	Horticulture (grapes)	Yes
Sunraysia Area	Horticulture (grapes)	Yes
Lake Boga	Horticulture (grapes)	Yes
Nyah West	Horticulture (grapes)	Yes
Dalmore	Horticulture (asparagus)	Yes
Silvan	Horticulture (strawberries)	No
Wandin	Horticulture (cherries)	No
Northern Territory		
Regional Northern Territory	Child care	Yes
Metropolitan and regional Northern Territory	Aged care	Yes
Metropolitan and regional Northern Territory	Disability care	Yes
Metropolitan and regional Northern Territory	Butchers and smallgoods makers	Yes
Metropolitan and regional Northern Territory	Meat processing (livestock handlers, plant operators, knife hands, slaughter floor labourers, boners, trimmers, packers)	Yes
Darwin	Horticulture (Melons, mangos, citrus, bananas, Asian vegetables)	Yes
Katherine	Horticulture (Melons, mangos, citrus, bananas)	Yes
Western Australia		

Regional Western Australia	Child care	Yes
Metropolitan and regional Western Australia	Aged care	Partially
Metropolitan and regional Western Australia	Disability care	Partially
Metropolitan and regional Western Australia	Butchers and smallgoods makers	Partially
Metropolitan and regional Western Australia	Meat processing (livestock handlers, plant operators, knife hands, slaughter floor labourers, boners, trimmers, packers)	Partially
Albany	Red meat processing	Yes
Margaret River	Horticulture (grapes)	Yes
Mt Barker	Horticulture (grapes)	Yes
Swan Valley	Horticulture (grapes)	Yes
Manjimup	Horticulture (apples, pears)	Yes
Donnybrook	Horticulture (apples, pears)	Yes
Pemberton	Horticulture (apples, pears)	Yes
Carnarvon	Seafood, horticulture (scallops, prawns, tomatoes, melons)	Yes
Kununurra	Horticulture (bananas, mangoes, rockmelons, zucchinis)	Yes
Coorow	Horticulture (melons, wildflowers)	Yes
Muchea	Horticulture (wildflowers)	Yes
Broome	Fishing (incl. rock lobsters)	Yes
Dongara	Fishing (rock lobsters)	Yes
Geraldton	Fishing (rock lobsters)	Yes
Freemantle	Fishing (rock lobsters)	No
Kalbarri	Fishing (rock lobsters)	Yes
South Australia		
Metropolitan and regional South Australia	Aged care	Yes
Metropolitan and regional South Australia	Disability care	Yes
Metropolitan and regional South Australia	Butchers and smallgoods makers	
Metropolitan and regional South Australia	Meat processing (livestock handlers, plant operators, knife hands, slaughter floor labourers, boners, trimmers, packers)	Yes
Riverland	Horticulture (dried fruits, peaches, grapes, oranges, apricots)	Yes

Adelaide Hills	Horticulture (apples, pears, brussel sprouts, strawberries)	Yes
Barossa Valley	Horticulture (grapes)	Yes
Southern Vales	Horticulture (grapes)	Yes
Tasmania		
Metropolitan and regional Tasmania	Aged care	Yes
Metropolitan and regional Tasmania	Disability Care	Yes
Metropolitan and regional Tasmania	Butchers and smallgoods makers	Yes
Metropolitan and regional Tasmania	Meat processing (livestock handlers, plant operators, knife hands, slaughter floor labourers, boners, trimmers, packers)	Yes
West Tamar	Horticulture (apples)	Yes
Hunter Valley	Horticulture (apples)	Yes
Tasman Peninsula	Horticulture (apples)	Yes
Kingborough	Horticulture (various fruits)	Yes
Derwent Valley	Horticulture (various fruits)	Yes
Channel District	Horticulture (various fruits)	Yes
Huon	Horticulture (grapes, fruits)	Yes
Tamar Valley	Horticulture (grapes)	Yes
Devonport	Horticulture (hops)	Yes
Scottsdale	Horticulture (hops)	Yes
New Norfolk	Horticulture (hops)	Yes
Bicheno	Scallop splitting	Yes
Queensland		
Metropolitan and regional Queensland	Aged care	Partially
Metropolitan and regional Queensland	Disability care	Partially
Metropolitan and regional Queensland	Butchers and smallgoods makers	Partially
Metropolitan and regional Queensland	Meat processing (livestock handlers, plant operators, knife hands, slaughter floor labourers, boners, trimmers, packers)	Partially
Innisfail	Horticulture (sugar, bananas)	Yes
Tully	Horticulture (sugar, bananas)	Yes

Stanthorpe	Horticulture (apples, pears, plums, peaches)	Yes
St. George	Horticulture (melons, cotton)	Yes
Sunshine Coast	Horticulture (ginger)	Yes
Bundaberg	Horticulture (various vegetables)	Yes
Gayndah	Horticulture (oranges, mandarins)	Yes
Mundubbera	Horticulture (oranges, mandarins)	Yes
Lockyer Valley	Horticulture (various fruits and vegetables)	Yes
Mary Valley	Horticulture (beans)	Yes
Bowen	Horticulture (various vegetables and tomatoes)	Yes
Ayr	Horticulture (sugar cane)	Yes
Toowoomba	Horticulture (broccoli, cotton)	Yes
Ingham	Horticulture (sugar cane)	Yes
Mareeba	Horticulture (mangoes, lychees, bananas, avocados)	Yes
Goondiwindi	Horticulture (cotton)	Yes
Millmerran	Horticulture (cotton)	Yes