

## QUESTION TAKEN ON NOTICE

**ADDITIONAL ESTIMATES HEARING: 24 March 2017**

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

### **(AE17/248) - Labour agreement compared with awards applied to Australians - Programme 2.3: Visas**

Senator Macdonald, Ian (L&CA 36) asked:

CHAIR: But in dealing with 457 visas, do you compare that with what Australian workers are getting and then the labour agreement puts in place similar terminology and terms and conditions?

Mr Manthorpe: We have what is called a sponsor monitoring unit which monitors the conduct of employers of 457 visa workers to make sure that either the TSMIT or the relevant industrial amount is paid.

CHAIR: I accept that. But is what they are paid, what the agreement says, similar in words and terms and conditions as the award that applies to Australians working in exactly the same industry?

Ms Dacey: I do not think we frame or draft the template industry agreements with reference to the award. But I would like to check that for you. I am sure we just draft based on a series of criteria that we are looking to to establish that it meets the policy objectives. I would like to check that for you.

*Answer:*

Labour agreements specify that overseas workers must be afforded terms and conditions of employment that are no less favourable than those that are, or would be, afforded to the equivalent Australian worker, as opposed to specifying a particular salary level.

The information that businesses requesting a labour agreement will provide to demonstrate this will depend on a number of factors including the industry, whether an industrial award is in place, and whether or not there are Australian workers doing equivalent work in the same workplace and location.