

Schedule 4 Occupations not in ANZSCO

The parties agree to the inclusion of the following occupations, not listed in ANZSCO, in this Agreement. For the purposes of nomination application and assessment, the tasks and relevant 6-digit codes for these occupations are outlined below:

6 digit Code	Occupation	Skill Level
070499	Bar Attendant Supervisor	4
070499	Waiter Supervisor	4

Occupation: Bar Attendant Supervisor (Equivalent to ANZSCO Skill Level 4)

6-digit Code: 070499

Position Description: The role of Bar Attendant Supervisor.

Tasks:

- Ensuring customers are served in a professional and timely manner.
Supervising/training employees of a lower grade. General cleanliness of the work area.
- Supervising and training food and beverage attendants of a lower grade
- Taking reservations, greeting and seating guests
- Undertaking general waiting duties
- Preparing and mixing a range of sophisticated drinks
- Taking drink orders
- Preparing garnishes
- Cleaning bar areas
- Cleaning tables
- Picking up glasses
- Cleaning and care of glasses and equipment
- Practicing proper workplace health and safety procedures
- Other incidental and peripheral duties as requested by the employer

Skills, qualifications and experience: The skills, qualifications and experience for the occupation of Bar Attendant Supervisor are as per **Schedule 5** of this Agreement.

Occupation: Waiter Supervisor (Equivalent to ANZSCO Skill Level 4)

6-digit Code: 070499

Position Description: The role of Waiter Supervisor

Tasks:

Supervise the Services of food and beverages in a hotel, restaurant, club or dining establishment.

- Ensuring customers are served in a professional and timely manner in food, beverage, bottle shop and drive through areas
- Supervising/coordinating/training employees of food and beverage staff for a bar or series of bars. Stock control for a bar or series of bars
- Ensuring proper conduct of gaming. Exercising patron care. Balancing cash registers

Skills, qualifications and experience: The skills, qualifications and experience for the occupation of Waiter Supervisor are as per **Schedule 5** of this Agreement.

Schedule 5 Qualifications and Experience

The following skills, qualifications, experience and employment background requirements apply to the occupations listed in the tables below in relation to a TSS visa, SESR visa and where eligible under the permanent residence pathway, ENS visa.

Work Experience

Work experience to fulfil visa requirements must be:

- relevant to the nominated occupation and at the required skill level
- full-time or part time pro rata equivalent unless otherwise specified below. Full-time work should be in accordance with the National Employment Standards; and
- undertaken in the last five (5) years

Work experience required under the labour agreement for the purpose of the TSS, SESR or ENS visa can be served concurrently with any work experience used to substitute for formal qualifications as per ANZSCO requirements, provided the work experience was undertaken at the same skilled level.

For the occupations specified in **Tables 2 to 3**, the following skills, qualifications, experience and employment background criteria will apply to any nomination for these occupations or any application for a TSS, SESR or ENS visa made under the Migration Legislation.

Skills Assessment

Qualifications are to be assessed by the relevant Skills Assessing Authority (as specified in the Labour Agreement) as being at least equivalent to the relevant Australian Qualifications Framework (AQF) qualification detailed for the relevant tables below, in order to assist the Minister's decision as to whether the visa applicant has the necessary qualifications for the position.

The Minister may require a person to demonstrate that he or she has the skills that are necessary to perform the tasks of the nominated occupation by undertaking a skills assessment conducted by an independent Skills Assessing Authority (as specified in the Labour Agreement). Any skills assessment must be certified as being in accordance with the arrangements agreed to in writing with the Commonwealth prior to the first Labour Agreement being entered into. A skills assessment is required for applications lodged for the occupations listed in **Tables 2 to 3**.

Item 5.1 ANZSCO Skill level 1-3 occupations on the combined skilled occupation list (CSOL)

For the occupations in **Table 2** below, which are on the eligible lists of skilled occupations (the Short-term Skilled Occupation List (STSOL), Medium and Long-term Strategic Skills List (MLTSSL) or Regional Occupation List (ROL)), any nomination for these occupations or any application for a TSS, SESR or ENS visa connected with these occupations must satisfy the skills, qualifications, experience and employment background required under the standard TSS, SESR or ENS visa programs except:

- Where the relevant AQF qualification was obtained in Australia, only one (1) year of relevant full time work experience is required for the TSS visa program.

Table 2: ANZSCO Skill level 1-3 occupations on the CSOL

ANZSCO code	Occupation	Skill level
421111	Child Care Group Leader	2
233211	Civil Engineer	1
351411	Cook	3
253111	General Practitioner	1
431411	Hotel Service Manager	3
233513	Production or Plant Engineer	1
251214	Sonographer	1
233215	Transport Engineer	1

Item 5.2 Specified ANZSCO Skill Level 1-3 occupations on the combined skilled occupation list (CSOL)

For the Occupations in **Table 3** below, which are on the eligible lists of skilled occupations, any nomination for these Occupations or any application for a TSS, SESR visa or ENS visa connected with these Occupations must satisfy the following skills, qualifications, experience and employment background requirements. The visa applicant must:

- Meet the skill level as defined in ANZSCO including where relevant experience can substitute the formal qualification

AND

- Have at least one (1) year of relevant full time work experience for the TSS visa program, where the relevant AQF qualification was undertaken in Australia; **OR**
- Have at least two (2) years of relevant full time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard ENS program.

Table 3: Specified Skill Level 1-3 occupations on the CSOL

ANZSCO code	Occupation	Skill level
141999	Accommodation and Hospitality Managers nec	2
311211	Anaesthetic Technician	2
121111	Aquaculture Farmer	1
232111	Architect	1
321111	Automotive Electrician	3
351111	Baker	3
312113	Building Inspector	2
141111	Cafe or Restaurant Manager	2
351311	Chef	2

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312211	Civil Engineering Draftperson	2
312212	Civil Engineering Technician	2
272311	Clinical Psychologist	1
411711	Community Worker	2
133111	Construction Project Manager	1
321212	Diesel Motor Mechanic	3
251111	Dietician	1
411712	Disabilities Services Officer	2
399911	Diver	3
241111	Early Childhood Teacher (Pre-primary School) Teacher	1
253912	Emergency Medicine Specialist	1
411411	Enrolled Nurse	2
251311	Environmental Health Officer	1
411713	Family Support Worker	2
399212	Gas or Petroleum Operator	3
333111	Glazier	3
391111	Hairdresser	3
251511	Hospital Pharmacist	1
149999	Hospitality, Retail and Service Managers nec	2
141311	Hotel or Motel Manager	2
135112	ICT Project Manager	1
362213 / 362711	Landscape Gardener	3
312911	Maintenance Planner	2
251211	Medical Diagnostic Radiographer	1
253999	Medical Practitioners nec	1
322311	Metal Fabricator	3
312912	Metallurgical or Materials Technician	2
254111	Midwife	1
321211	Motor Mechanic (General)	3
321213	Motorcycle Mechanic	3
254411	Nurse Practitioner	1
312611	Occupational Health and Safety Inspector	3
252411	Occupational Therapist	1
324111	Panelbeater	3

351112	Pastrycook	3
252511	Physiotherapist	1
322312	Pressure Welder	3
254412	Registered Nurse (Aged Care)	1
254413	Registered Nurse (Child and Family Health)	1
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254416	Registered Nurse (Developmental Disability)	1
254417	Registered Nurse (Disability and Rehabilitation)	1
254421	Registered Nurse (Medical Practice)	1
254418	Registered Nurse (Medical)	1
254422	Registered Nurse (Mental Health)	1
254425	Registered Nurse (Paediatrics)	1
254423	Registered Nurse (Perioperative)	1
254424	Registered Nurse (Surgical)	1
254499	Registered Nurses nec	1
411715	Residential Care Officer	2
399611	Signwriter	3
321214	Small Engine Mechanic	3
272511	Social Worker	1
252712	Speech Pathologist	1
232611	Urban and Regional Planner	1
333411	Wall and Floor Tiler	3
322313	Welder (First Class)	3
272613	Welfare Worker	1
234213	Wine Maker	1
411716	Youth Worker	2

Other occupations not on combined skilled occupation list (CSOL)

For the Occupations specified in **Tables 4 to 8**, which are not on the combined eligible list of skilled occupations, the following skills, qualifications, experience and employment background criteria will be included in the Labour Agreements associated with this Agreement.

Qualifications are to be assessed by the relevant Skills Assessing Authority (as specified in the Labour Agreement) as being at least equivalent to the relevant Australian Qualifications Framework (AQF) qualification detailed for the relevant tables below, in order to assist the

Minister's decision as to whether the visa applicant has the necessary qualifications for the position.

The Minister may require a person to demonstrate that he or she has the skills that are necessary to perform the tasks of the nominated occupation by undertaking a skills assessment conducted by an independent Skills Assessing Authority (as specified in the Labour Agreement). Any skills assessment must be certified as being in accordance with the arrangements agreed to in writing with the Commonwealth prior to the first Labour Agreement being entered into. A skills assessment is required for applications lodged for the occupations listed in **Tables 4 to 8**.

Work Experience

Work experience to fulfil visa requirements must be:

- relevant to the nominated occupation and at the required skill level
- full-time or part time pro rata equivalent unless otherwise specified below. Full-time work should be in accordance with the National Employment Standards; and
- undertaken in the last five (5) years

Work experience required under the labour agreement for the purpose of the TSS, SESR or ENS visa can be served concurrently with any work experience used to substitute for formal qualifications as per ANZSCO requirements, provided the work experience was undertaken at the same skilled level.

Item 5.3 ANZSCO Skill Level 1-3 occupations which are not on the combined skilled occupation list (CSOL)

For the Occupations in **Table 4** below, which do not appear on the eligible lists of skilled occupations, any nomination for these Occupations or any application for a TSS, SESR visa or ENS visa connected with these Occupations must satisfy the following skills, qualifications, experience and employment background requirements. The visa applicant must:

- Undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

AND

- Meet the skill level as defined in ANZSCO including where relevant experience can substitute the formal qualification

AND

- Have at least one (1) year of relevant full time work experience for the TSS visa program, where the relevant AQF qualification was undertaken in Australia; **OR**
- Have at least two (2) years of relevant full time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard ENS program.

Table 4: ANZSCO Skill level 1-3 occupations not on the CSOL

ANZSCO code	Occupation	Skill level
421111	Child Care Worker	3
452215	Outdoor Adventure Instructor	3

363117	Vineyard Supervisor	3
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Item 5.4 General ANZSCO Skill 4 Occupations

The following skills requirements are to be met for the following ANZSCO skill level 4 occupations in **Table 5**. The visa applicant must:

- Undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement);

AND

- Meet the skill level as defined in ANZSCO including where relevant experience can substitute the formal qualification;

AND

- Have at least one (1) year of relevant full time work experience undertaken in Australia for the TSS visa program; **OR**
- Have at least two (2) years of relevant full time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard, TSS and ENS programs.

Table 5: General ANZSCO Skill Level 4 occupations

ANZSCO code	Occupation	Skill level
423111	Aged or Disabled Carer	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
721911	Aircraft Baggage Handler and Airline Ground Crew	4
899412	Autoglazier	4
721212	Backhoe Operator	4
431112	Barista	4
842311	Beef Cattle Farm Worker	4
712211	Driller	4
721211	Earthmoving Plant Operator (General)	4
721214	Excavator Operator	4
711211	Industrial Spraypainter	4
541211	Information Officer	4
721216	Loader Operator	4
721112	Logging Plant Operator	4
899411	Motor Vehicle Parts and Accessories Fitter (General)	4
423312	Nursing Support Worker	4
839312	Product Grader	4

542111	Receptionist (General)	4
621511	Retail Supervisor	4
711516	Rubber Production Machine Operator	4
711913	Sand Blaster	4
821713	Steel Fixer	4
821714	Structural Steel Erector	4
733111	Truck Driver (General)	4
899415	Tyre Fitter	4
431511	Waiter	4

Item 5.5 Specified ANZSCO Skill Level 5 occupations

The following skills requirements are to be met for the ANZSCO skill level 5 occupations in **Table 6** below. The visa applicant must:

- Undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

AND

- Have at least a relevant AQF or equivalent Certificate I or compulsory secondary education; **OR**
- Have at least one year full time relevant work experience as a substitute for the formal qualification. This work experience can be undertaken concurrently with additional work experience required under the visa program.

AND

- Have at least one (1) year of relevant full time work experience undertaken in Australia for the TSS visa program; **OR**
- Have at least two (2) years of relevant full time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard, TSS and ENS programs.

Table 6: Specified ANZSCO Skill Level 5 occupations

ANZSCO code	Occupation	Skill level
841512	Dairy Cattle Farm Worker	5
841211	Fruit or Nut Farm Worker	5
841212	Fruit or Nut Picker	5
841217	Mushroom Picker	5
841214	Vegetable Farm Worker	5
841215	Vegetable Picker	5

841216	Vineyard Worker	5
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Item 5.6 General ANZSCO Skill Level 5 occupations

The following skills requirements are to be met for the ANZSCO skill level 5 occupations in **Table 7** below. The visa applicant must:

- Meet the skill level as defined in ANZSCO including where work experience can substitute the formal qualification

AND

- Undergo skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement).

AND

- Have at least one (1) year of relevant full time work experience undertaken in Australia for the TSS visa program; **OR**
- Have at least two (2) years of relevant full time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard, TSS and ENS programs.

Table 7: General ANZSCO Skill Level 5 occupations

ANZSCO code	Occupation	Skill level
842111	Aquaculture Worker	5
811411	Commercial Housekeeper	5
821211	Concreter	5
842299	Crop Farm Workers nec	5
831114	Dairy Products Maker	5
899311	Handyperson	5
431999	Hospitality Workers nec	5
821511	Paving and Surface Labourer	5
839412	Sawmill or Timber Yard Worker	5
831313	Seafood Process Worker	5

Non-ANZSCO occupations

For occupations listed in **Schedule 4** (not in ANZSCO) and outlined in **Table 8** below, the following skill and experience requirements apply. The visa applicant must:

- Undergo a skills assessment conducted by the relevant Skills Assessing Authority (as specified in the Labour Agreement)

AND

- Have at least a relevant AQF or equivalent Certificate II or III; **OR**
- Have at least one year full time relevant work experience as a substitute for the formal qualification. This work experience can be undertaken concurrently with additional work experience required under the visa program;

AND

- Have at least one (1) year of relevant full time work experience undertaken in Australia for the TSS visa program; **OR**
- Have at least two (2) years of relevant full time work experience for the SESR visa program; **OR**
- Meet the additional work experience required under the standard, TSS and ENS programs.

Table 8: Specified Non-ANZSCO (equivalent Skill Level 4) Occupation

6 digit Code	Occupation	Indicative Skill Level
070499	Bar Attendant (Supervisor)	4
070499	Waiter (Supervisor)	4

Schedule 6 Concession to the Temporary Skilled Migration Income Threshold (TSMIT)

In relation to the nomination of occupations for TSS, SESR and ENS visas, the Designated Area Representative acknowledges that the following additional requirements must be met by a Third Party. These requirements will be included in the Labour Agreements associated with this Agreement. Individual Labour Agreements will specify which Occupations are concessional occupations (if any) and which TSMIT concessions (if any) will apply for a Third Party who enters into a Labour Agreement.

- ‘Non-concessional occupation’ means an occupation that may be nominated under this Agreement but is not specified in **Table 9**.
- ‘Concessional occupation’ means an occupation specified in **Table 9**.

For both concessional and non-concessional occupations:

- ‘Annual Market Salary Rate’ has the same meaning as in the Migration Regulations, and is determined in accordance with the instrument which specifies the method for determining the Annual Market Salary Rate for an occupation nominated under section 140GB of the Migration Act or an occupation in relation to which a position is nominated under regulation 5.19 of the Migration Regulations.
- ‘Annual Earnings’ means an Overseas Worker’s Earnings calculated on an annual basis.

Non-concessional occupations

‘Earnings’ has the same meaning as in the Migration Regulations.

In relation to an Overseas Worker who is nominated for a non-concessional occupation in relation to a TSS visa, the nominating Third Party must meet the legislative requirements relating to TSMIT, Annual Market Salary Rate and Annual Earnings which would apply if the Overseas Worker were nominated in relation to the Short-term stream or Medium-term stream in the standard TSS visa program.

In relation to an Overseas Worker who is identified for a non-concessional occupation in relation to an SESR visa, the nominating Third Party must meet the legislative requirements relating to TSMIT, Annual Market Salary Rate and Annual Earnings which would apply if the Overseas Worker were identified in relation to the employer sponsored stream of the standard SESR visa program.

In relation to an Overseas Worker who is identified for a non-concessional occupation in relation to an ENS visa, the nominating Third Party must meet the legislative requirements relating to TSMIT, Annual Market Salary Rate and Annual Earnings which would apply if the Overseas Worker were identified in relation to the Temporary Residence Transition stream or the Direct Entry stream in the standard ENS visa program.

Concessional occupations

In relation to an Overseas Worker who is nominated/identified for a concessional occupation in relation to a TSS, SESR visa or an ENS visa, in accordance with the applicable concession type set out below, the nominating Third Party must provide the Overseas Worker with an amount of

Annual Earnings which is equal to or greater than:

- the Annual Market Salary Rate, and
- Reduced TSMIT (for TSMIT concession type 1) or TSMIT (for TSMIT concession types 2).

‘Reduced TSMIT’ means 90% of TSMIT.

The Designated Area Representative will specify in the attachment to their endorsement letter, the TSMIT Concession type applicable to each endorsed concessional Occupation, as supported by a Third Party’s evidence-based case for the concession to apply.

TSMIT Concession types

Employers may seek endorsement from the Designated Area Representative for one of the following concession types to apply to an Occupation.

TSMIT Concession types

	Type 1	Type 2
Monetary Earnings	At least Reduced TSMIT	At least Reduced TSMIT
Non-monetary earnings (food & board)		No more than 10% of TSMIT
Total Annual Earnings	At least Reduced TSMIT	At least TSMIT

Type 1: Reduced TSMIT, and Earnings to include Guaranteed Overtime

‘Reduced TSMIT’ applies.

‘Earnings’ has the same meaning as in the Migration Regulations except that it also includes guaranteed overtime where:

‘Earnings’ has the same meaning as in the Migration Regulations except that it also includes:

1. Guaranteed overtime where:

- The guaranteed overtime is consistent with standard industry practice within the sector;
- There are equivalent Australians performing equivalent work in the Third Party’s workplace at the same location and whose arrangements have been guaranteed in an industrial arrangement for those workers; and
- At the time of nomination the Third Party provides evidence that the hours are guaranteed within the employment contract for the Overseas Worker, and confirms the hours are consistent with the National Employment Standards; and
- Application of the concession is subject to the Earnings being in line with applicable Industrial Awards or Enterprise Agreements and not below levels for Australian employees in comparable roles; and

2. Monetary and non-monetary benefits, where:

- The benefits support the living costs of the Overseas Worker;
- The Overseas Worker would have incurred that cost had it not been provided by the Third Party;
- The benefits are quantifiable;
- The benefits are consistent with the terms and conditions provided to existing Australians employed in a similar position;
- The benefits are guaranteed in the employment contract; and
- The benefits exclude contingent payments such as overtime (other than guaranteed overtime) bonuses and commissions.

When calculating an Overseas Worker's Earnings, the value of other non-monetary earnings (such as phone, vehicle) cannot exceed 10% of TSMIT).

Table 9: Occupations to which TSMIT Concessions may apply

ANZSCO or 6 Digit Code	Occupation	Skill Level
141999	Accommodation and Hospitality Managers nec	2
423111	Aged or Disabled Worker	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
721911	Aircraft Baggage Handler and Airline Ground Crew	4
842111	Aquaculture Worker	5
899412	Autoglazier	4
321111	Automotive Electrician	3
721212	Backhoe operator	4
351111	Baker	3
070499	Bar Attendant (Supervisor)	4
431112	Barista	4
842311	Beef Cattle Farm Worker	4
141111	Café or Restaurant Manager	2
421111	Child Care Group Leader	2
421111	Child Care Worker	3
811411	Commercial Housekeeper	5
411711	Community Worker	2
821211	Concreter	5
351411	Cook	3
842299	Crop Farm Workers nec	5
841512	Dairy Cattle Farm Worker	5
831114	Dairy Products Maker	5

ANZSCO or 6 Digit Code	Occupation	Skill Level
321212	Diesel Motor Mechanic	3
411712	Disabilities Services Officer	2
411411	Enrolled Nurse	2
411713	Family Support Worker	2
841211	Fruit or Nut Farm Worker	5
841212	Fruit or Nut Picker	5
899311	Handyperson	5
431999	Hospitality Workers nec	5
149999	Hospitality, Retail and Service Managers nec	2
141311	Hotel or Motel Manager	2
431411	Hotel Service Manager	3
135112	ICT Project Manager	1
711211	Industrial Spraypainter	4
541211	Information Officer	4
721112	Logging Plant Operator	4
321211	Motor Mechanic (General)	3
899411	Motor Vehicle Parts and Accessories Fitter (General)	4
321213	Motorcycle Mechanic	3
841217	Mushroom Picker	5
423312	Nursing support Worker	4
452215	Outdoor Adventure Instructor	3
324111	Panelbeater	3
351112	Pastrycook	3
821511	Paving and Surface Labourer	5
542111	Receptionist (General)	4
411715	Residential Care Officer	2
621511	Retail Supervisor	4
711516	Rubber Production Machine Operator	4
711913	Sand Blaster	4
839412	Sawmill or Timber Yard Worker	5
831313	Seafood Process Worker	5
399611	Signwriter	3

ANZSCO or 6 Digit Code	Occupation	Skill Level
821713	Steel Fixer	4
821714	Structural Steel Erector	4
733111	Truck Driver (General)	4
899415	Tyre Fitter	4
841214	Vegetable Farm Worker	5
841215	Vegetable Picker	5
841216	Vineyard Worker	5
431511	Waiter	4
070499	Waiter (Supervisor)	4
272613	Welfare Worker	1
411716	Youth Worker	2

Schedule 7 Concession to English language requirement

In this Schedule, **IELTS** means the International English Language Testing System or the equivalent in another accepted English language test.

Other accepted English language tests are:

- Occupational English Test (OET);
- Test of English as a Foreign Language internet-based test (TOEFL iBT);
- Pearson Test of English (PTE) Academic test; or
- Cambridge English: Advanced (CAE) test.

The English language requirements may be met if a visa applicant would be regarded as an 'exempt applicant' for the purpose of the legislative instruments applicable to TSS, SESR and ENS visas.

For any Occupations that are not listed in **Table 10** below, the Overseas Worker is required to meet the minimum standard English language requirements applicable to the TSS, SESR and ENS non-labour agreement visa streams under the Migration Regulations.

For the Occupations listed in **Table 10** below, the following English language concessions apply:

- **TSS, SESR:** average score of IELTS 5.0 with no minimum component score (unless registration or licensing requires a higher level of English).
- **ENS:** The minimum standard English language requirements applicable to the ENS non-labour agreement visa streams under the Migration Regulations apply.

Table 10: Occupations seeking concessions for English language

ANZSCO or 6 digit Code	Occupation	Skill Level
423111	Aged or Disabled Worker	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
721911	Aircraft Baggage Handler and Airline Ground Crew	4
842111	Aquaculture Worker	5
899412	Autoglazier	4
321111	Automotive Electrician	3
721212	Backhoe operator	4
351111	Baker	3
431112	Barista	4
842311	Beef Cattle Farm Worker	4
351311	Chef	2
811411	Commercial Housekeeper	5
821211	Concreter	5
351411	Cook	3

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842299	Crop Farm Workers nec	5
841512	Dairy Cattle Farm Worker	5
831114	Dairy Products Maker	5
321212	Diesel Motor Mechanic	3
399911	Diver	3
712211	Driller	4
721211	Earthmoving Plant Operator (General)	4
721214	Excavator Operator	4
841211	Fruit or Nut Farm Worker	5
841212	Fruit or Nut Picker	5
399212	Gas or Petroleum Operator	3
333111	Glazier	3
391111	Hairdresser	3
899311	Handyperson	5
431999	Hospitality Workers nec	5
711211	Industrial Spraypainter	4
362213 / 362711	Landscape Gardener	3
721216	Loader Operator	4
721112	Logging Plant Operator	4
322311	Metal Fabricator	3
321211	Motor Mechanic (General)	3
899411	Motor Vehicle Parts and Accessories Fitter (General)	4
321213	Motorcycle Mechanic	3
841217	Mushroom Picker	5
423312	Nursing support Worker	4
452215	Outdoor Adventure Instructor	3
324111	Panel Beater	3
351112	Pastrycook	3
821511	Paving and Surface Labourer	5
322312	Pressure Welder	3
839312	Product Grader	4
411715	Residential Care Officer	2
711516	Rubber Production Machine Operator	4
711913	Sand Blaster	4

839412	Sawmill or Timber Yard Worker	5
831313	Seafood Process Worker	5
399611	Signwriter	3
321214	Small Engine Mechanic	3
821713	Steel Fixer	4
821714	Structural Steel Erector	4
733111	Truck Driver (General)	4
899415	Tyre Fitter	4
841214	Vegetable Farm Worker	5
841215	Vegetable Picker	5
363117	Vineyard Supervisor	3
841216	Vineyard Worker	5
431511	Waiter	4
333411	Wall and Floor Tiler	3
322313	Welder (First Class)	3

Schedule 8 Permanent Residence Pathway

A permanent residence pathway for Overseas Workers may be available via the Subclass 494 (Skilled Employer Sponsored Regional) (SESR) and through the Subclass 186 (Employer Nomination Scheme) (ENS) visa program for all occupations in **Table 11** below.

The following conditions will ordinarily be included in a Labour Agreement and will apply to any nomination for an ENS visa (in addition to the ENS requirements outlined in the Migration Legislation).

- (a) The Overseas Worker, at the time of an application for approval of the nomination in relation to an ENS visa ('the ENS nomination'), holds a TSS visa (or a bridging visa in associated with a TSS visa), granted in connection with this Agreement; and
- (b) The Third Party's ENS nomination identifies an Occupation in **Table 11** that was the subject of the most recently approved TSS visa for the Overseas Worker; and
- (c) The Overseas Worker has been employed on a full-time basis, in the ENS nominated occupation, an occupation in **Table 11**, or a closely related occupation that is also specified in **Table 11** of this Agreement, for a period of at least two (2) years before the ENS nomination is made.
- (d) For the whole time that the Overseas Worker was employed in accordance with paragraph (c):
 - 1. he or she must have held a TSS visa granted in connection with this Agreement; and
 - 2. he or she must have worked in the Designated Area outlined in Item 3 of Schedule 1 of this Agreement; and
- (e) The Overseas Worker identified in the ENS nomination will be employed on a full-time basis in the position for at least two (2) years, and
- (f) The terms and conditions of employment of the Overseas Worker will not include an express exclusion of the possibility of extending the period of employment.

Table 11: Skill level 1-5 occupations eligible for permanent residence pathway after two years on a TSS or SESR visa

ANZSCO or 6 digit Code	Occupation	Skill Level
141999	Accommodation and Hospitality Managers nec	2
423111	Aged or Disabled Carer	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
721911	Aircraft Baggage Handler and Airline Ground Crew	4
311211	Anaesthetic Technician	2
121111	Aquaculture Farmer	1
842111	Aquaculture Worker	5

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232111	Architect	1
899412	Autoglazier	4
321111	Automotive Electrician	3
721212	Backhoe Operator	4
351111	Baker	3
070499	Bar Attendant (Supervisor)	4
431112	Barista	4
842311	Beef Cattle Farm Worker	4
312113	Building Inspector	2
141111	Cafe or Restaurant Manager	2
351311	Chef	2
421111	Child Care Group Leader	2
421111	Child Care Worker	3
233211	Civil Engineer	1
312211	Civil Engineering Draftperson	2
312212	Civil Engineering Technician	2
272311	Clinical Psychologist	1
811411	Commercial Housekeeper	5
411711	Community Worker	2
821211	Concreter	5
133111	Construction Project Manager	1
351411	Cook	3
842299	Crop Farm Workers nec	5
841512	Dairy Cattle Farm Worker	5
831114	Dairy Products Maker	5
321212	Diesel Motor Mechanic	3
251111	Dietician	1
411712	Disabilities Services Officer	2
399911	Diver	3
712211	Driller	4
241111	Early Childhood Teacher (Pre-primary School) Teacher	1
721211	Earthmoving Plant Operator (General)	4
253912	Emergency Medicine Specialist	1
411411	Enrolled Nurse	2
251311	Environmental Health Officer	1

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721214	Excavator Operator	4
411713	Family Support Worker	2
841211	Fruit or Nut Farm Worker	5
841212	Fruit or Nut Picker	5
399212	Gas or Petroleum Operator	3
253111	General Practitioner	1
333111	Glazier	3
391111	Hairdresser	3
899311	Handyperson	5
251511	Hospital Pharmacist	1
431999	Hospitality Workers nec	5
149999	Hospitality, Retail and Service Managers nec	2
141311	Hotel or Motel Manager	2
431411	Hotel Service Manager	3
135112	ICT Project Manager	1
711211	Industrial Spraypainter	4
541211	Information Officer	4
362213 / 362711	Landscape Gardener	3
721216	Loader Operator	4
721112	Logging Plant Operator	4
312911	Maintenance Planner	2
251211	Medical Diagnostic Radiographer	1
253999	Medical Practitioners nec	1
322311	Metal Fabricator	3
312912	Metallurgical or Materials Technician	2
254111	Midwife	1
321211	Motor Mechanic (General)	3
899411	Motor Vehicle Parts and Accessories Fitter (General)	4
321213	Motorcycle Mechanic	3
841217	Mushroom Picker	5
254411	Nurse Practitioner	1
423312	Nursing Support Worker	4
312611	Occupational Health and Safety Inspector	3
252411	Occupational Therapist	1
452215	Outdoor Adventure Instructor	3

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324111	Panelbeater	3
351112	Pastrycook	3
821511	Paving and Surface Labourer	5
252511	Physiotherapist	1
322312	Pressure Welder	3
839312	Product Grader	4
233513	Production or Plant Engineer	1
542111	Receptionist (General)	4
254412	Registered Nurse (Aged Care)	1
254413	Registered Nurse (Child and Family Health)	1
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254416	Registered Nurse (Developmental Disability)	1
254417	Registered Nurse (Disability and Rehabilitation)	1
254421	Registered Nurse (Medical Practice)	1
254418	Registered Nurse (Medical)	1
254422	Registered Nurse (Mental Health)	1
254425	Registered Nurse (Paediatrics)	1
254423	Registered Nurse (Perioperative)	1
254424	Registered Nurse (Surgical)	1
254499	Registered Nurses nec	1
411715	Residential Care Officer	2
621511	Retail Supervisor	4
711516	Rubber Production Machine Operator	4
711913	Sand Blaster	4
839412	Sawmill or Timber Yard Worker	5
831313	Seafood Process Worker	5
399611	Signwriter	3
321214	Small Engine Mechanic	3
272511	Social Worker	1
251214	Sonographer	1
252712	Speech Pathologist	1
821713	Steel Fixer	4
821714	Structural Steel Erector	4
233215	Transport Engineer	1

733111	Truck Driver (General)	4
899415	Tyre Fitter	4
232611	Urban and Regional Planner	1
841214	Vegetable Farm Worker	5
841215	Vegetable Picker	5
363117	Vineyard Supervisor	3
841216	Vineyard Worker	5
431511	Waiter	4
070499	Waiter (Supervisor)	4
333411	Wall and Floor Tiler	3
322313	Welder (First Class)	3
272613	Welfare Worker	1
234213	Wine Maker	1
411716	Youth Worker	2

Schedule 8.1 Age Concession

Item 8.1 Age Concession

An age concession is available for occupations specified in **Tables 12** and **13** below, for the ENS and SESR visa programs of:

- 55 years for overseas workers in skill level 1- 4 occupations; and
- 50 years for overseas workers in skill level 5 occupations.

Table 12: Skill level 1-4 Occupations eligible for a permanent residence pathway age concession

ANZSCO or 6 digit code	Occupation	Skill level
141999	Accommodation and Hospitality Managers nec	2
423111	Aged or Disabled Carer	4
721111	Agricultural and Horticultural Mobile Plant Operator	4
721911	Aircraft Baggage Handler and Airline Ground Crew	4
311211	Anaesthetic Technician	2
121111	Aquaculture Farmer	1
232111	Architect	1
899412	Autoglazier	4
321111	Automotive Electrician	3
721212	Backhoe Operator	4
351111	Baker	3
070499	Bar Attendant (Supervisor)	4
431112	Barista	4
842311	Beef Cattle Farm Worker	4
312113	Building Inspector	2
141111	Cafe or Restaurant Manager	2
351311	Chef	2
421111	Child Care Group Leader	2
421111	Child Care Worker	3
233211	Civil Engineer	1
312211	Civil Engineering Draftperson	2
312212	Civil Engineering Technician	2
272311	Clinical Psychologist	1
411711	Community Worker	2
133111	Construction Project Manager	1

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351411	Cook	3
321212	Diesel Motor Mechanic	3
251111	Dietician	1
411712	Disabilities Services Officer	2
399911	Diver	3
712211	Driller	4
241111	Early Childhood Teacher (Pre-primary School) Teacher	1
721211	Earthmoving Plant Operator (General)	4
253912	Emergency Medicine Specialist	1
411411	Enrolled Nurse	2
251311	Environmental Health Officer	1
721214	Excavator Operator	4
411713	Family Support Worker	2
399212	Gas or Petroleum Operator	3
253111	General Practitioner	1
333111	Glazier	3
391111	Hairdresser	3
251511	Hospital Pharmacist	1
149999	Hospitality, Retail and Service Managers nec	2
141311	Hotel or Motel Manager	2
431411	Hotel Service Manager	3
135112	ICT Project Manager	1
711211	Industrial Spraypainter	4
541211	Information Officer	4
362213 / 362711	Landscape Gardener	3
721216	Loader Operator	4
721112	Logging Plant Operator	4
312911	Maintenance Planner	2
251211	Medical Diagnostic Radiographer	1
253999	Medical Practitioners nec	1
322311	Metal Fabricator	3
312912	Metallurgical or Materials Technician	2
254111	Midwife	1
321211	Motor Mechanic (General)	3

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899411	Motor Vehicle Parts and Accessories Fitter (General)	4
321213	Motorcycle Mechanic	3
254411	Nurse Practitioner	1
423312	Nursing Support Worker	4
312611	Occupational Health and Safety Inspector	3
252411	Occupational Therapist	1
452215	Outdoor Adventure Instructor	3
324111	Panelbeater	3
351112	Pastrycook	3
252511	Physiotherapist	1
322312	Pressure Welder	3
839312	Product Grader	4
233513	Production or Plant Engineer	1
542111	Receptionist (General)	4
254412	Registered Nurse (Aged Care)	1
254413	Registered Nurse (Child and Family Health)	1
254414	Registered Nurse (Community Health)	1
254415	Registered Nurse (Critical Care and Emergency)	1
254416	Registered Nurse (Developmental Disability)	1
254417	Registered Nurse (Disability and Rehabilitation)	1
254421	Registered Nurse (Medical Practice)	1
254418	Registered Nurse (Medical)	1
254422	Registered Nurse (Mental Health)	1
254425	Registered Nurse (Paediatrics)	1
254423	Registered Nurse (Perioperative)	1
254424	Registered Nurse (Surgical)	1
254499	Registered Nurses nec	1
411715	Residential Care Officer	2
621511	Retail Supervisor	4
711516	Rubber Production Machine Operator	4
711913	Sand Blaster	4
399611	Signwriter	3
321214	Small Engine Mechanic	3
272511	Social Worker	1
251214	Sonographer	1

252712	Speech Pathologist	1
821713	Steel Fixer	4
821714	Structural Steel Erector	4
233215	Transport Engineer	1
733111	Truck Driver (General)	4
899415	Tyre Fitter	4
232611	Urban and Regional Planner	1
363117	Vineyard Supervisor	3
431511	Waiter	4
070499	Waiter (Supervisor)	4
333411	Wall and Floor Tiler	3
322313	Welder (First Class)	3
272613	Welfare Worker	1
234213	Wine Maker	1
411716	Youth Worker	2

Table 13: Skill level 5 Occupations eligible for a permanent residence pathway age concession

ANZSCO or 6 digit code	Occupation	Skill level
842111	Aquaculture Worker	5
821211	Concreter	5
811411	Commercial Housekeeper	5
842299	Crop Farm Workers nec	5
841512	Dairy Cattle Farm Worker	5
831114	Dairy Products Maker	5
841211	Fruit and Nut Farm Worker	5
841212	Fruit and Nut Picker	5
899311	Handyperson	5
431999	Hospitality Workers nec	5
841217	Mushroom Picker	5
821511	Paving and Surface Labourer	5
839412	Sawmill or Timber Yard Worker	5
831313	Seafood Process Worker	5

841214	Vegetable Farm Worker	5
841215	Vegetable Picker	5
841216	Vineyard Worker	5

Schedule 8.2 Additional requirements for Nomination

Item 8.2 Labour market testing requirements

Evidence of labour market testing must accompany TSS or SESR Nominations lodged in accordance with this Agreement. These attempts must have been conducted in the last 12 months prior to lodging the nomination application.

Location of Business (Designated Regional Area)	LMT requirements
<p>Category 2</p>	<p>The Sponsor must be able to demonstrate at least two (2) separate advertisements to test the Australian labour market for the nominated occupation.</p> <p>Category 2 location means a location within Australia with a postcode that is designated as a regional area of Australia and under the category ‘Cities and major regional centres’ for skilled migration purposes.</p> <p>See: Designated regional area postcodes</p>
<p>Category 3</p>	<p>The Sponsor must be able to demonstrate at least two separate advertisements to test the Australian labour market for the nominated occupation.</p> <ul style="list-style-type: none"> • one advertisement must have national reach. • the other may be advertised locally (within the designated area only). <p>The evidence provided should be equivalent to that required under the Standard skilled visa program but may include advertising conducted on either the Sponsor’s and/or industry website.</p> <p>Category 3 location means a location within Australia with a postcode that is designated as a regional area of Australia and under the category ‘Regional centres and other regional areas’ for skilled migration purposes.</p> <p>See: Designated regional area postcodes</p>