

Glossary of terms for the South-West Designated Area Migration Agreement

Adverse Information means any unfavourable information that could impact your suitability to act as an approved sponsor, which will need to be declared for endorsement by the DAR. For further information, see 'Adverse Information' under glossary on [Home Affairs](#).

Annual Turnover means all ordinary gross income earned in the ordinary course of business for the income year

Annual Market Salary Rate (AMSR): The ASMR is determined by looking at what you would pay an equivalent Australian worker, enterprise agreements or industrial awards, job outlook information, advertisements for the last 6 months in the same location, remuneration survey or advice from unions or employer associations. This is in place to ensure that the terms and conditions being offered to a worker are no less favourable than an equivalent Australian worker.

Australian and New Zealand Standard Classification of Occupations Code (ANZSCO): ANZSCO means the Australian and New Zealand Standard Classification on Occupations published by the Australia Bureau of Statistics. An ANZSCO code is the unique code assigned to an occupation which provides information for the occupation's skill level, qualifications and/or experience required to work in these occupations

Concessions means any variations to the requirements prescribed in the Migration Legislation including in relation to the occupation, age, employment background, level of English language proficiency and the Temporary Skilled Migration Income Threshold (TSMIT) required for the nomination and grant of a visa in relation to Overseas Workers in the Designated Area.

Department of Home Affairs is the Federal department responsible for labour agreements and visa programs.

Designated Area means the area covered by the Shire of Augusta Margaret River, Shire of Boyup Brook, Shire of Bridgetown-Greenbushes, City of Bunbury, City of Busselton, Shire of Capel, Shire of Collie, Shire of Dardanup, Shire of Donnybrook Balingup, Shire of Harvey, Shire of Manjimup and Shire of Nannup

Designated Area Migration Agreement Labour Agreement or DAMA Labour Agreement or Labour Agreement is a labour agreement between a South-West business with the Australian Government. An employer can apply for an individual DAMA labour agreement once endorsed by the DAR. The

Labour Agreement may allow an employer to sponsor overseas workers under the overarching DAMA's terms and conditions.

Designated Area Representative or DAR is the appointed representative responsible for the management and administration of the DAMA program. The Shire of Dardanup is the DAR for the South-West DAMA.

Endorsement Letter is a letter provided by the DAR to an employer once it has satisfied the overarching South-West DAMA's terms and conditions. The endorsement by the DAR allows an employer to apply to enter into a Labour Agreement with the Australian Government

ENS visa means the Employer Nomination Scheme (subclass 186) permanent visa.

Labour Agreement means a labour agreement entered into by the Minister and a Third Party (Business) under the Migration Legislation in relation to one or more nominated occupations within the Designated Area.

National Employment Standards has the same meaning as in the [Fair Work Act 2009](#) (Cth),

Occupation list refers to the approved occupations currently in the South-West DAMA which enables employers to sponsor skilled overseas workers within these occupations. The occupations contained within the South-West DAMA may or may not also be in the Department of Home Affairs's eligible skilled occupation list. The occupations contained within this list may vary year-on-year.

Overseas Worker means a person nominated by, or proposed to be nominated by, a Third Party under a Labour Agreement.

SESR visa means the Skilled Employer Sponsored Regional (Provisional) visa (Subclass 494).

Support Services are the services available to an overseas worker to aid their settlement within the South-West region

Third Party means a person, company, partnership or an unincorporated association which has;

(a) applied to/be endorsed and may be, or will be, or has been, endorsed by the Designated Area Representative under this Agreement; or

(b) who is a party to a Labour Agreement (other than the Minister).

Temporary Skilled Migration Income Threshold or TSMIT is the minimum salary requirement a business or employer must pay their overseas workers, unless a concession is sought. For [more information on the TSMIT](#) as well as the current threshold, see Home Affairs.

TSS visa means the Temporary Skill Shortage (subclass 482) visa.